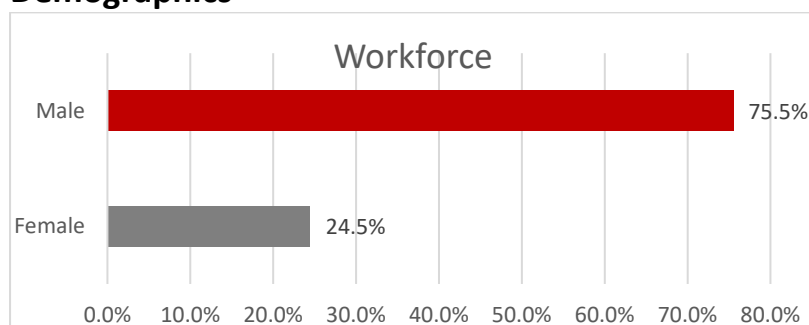


Gender Pay Gap Report

Period April 2020 – March 2021

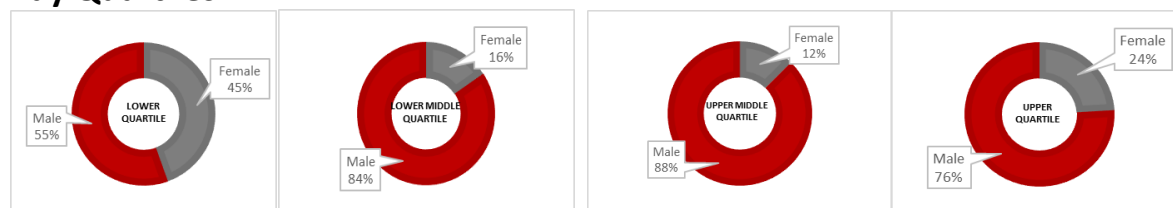
In compliance with its obligations under the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the Regulations), Devro (Scotland) Limited reports in 2021 a **mean gender pay gap of 6.8% and of median of 9.3%**, calculated by reference to the relevant period defined in the Regulations. The details underlying these figures are as follows:

Demographics



Consistent with other UK manufacturing business which have continuous operations shift patterns, we have a predominantly male workforce.

Pay Quartiles

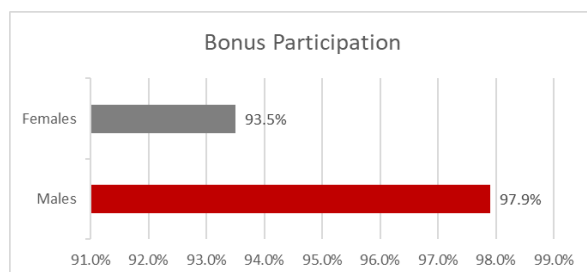


UK manufacturing norm is that a higher percentage of shift workers are male. The premiums attracted to shift working impacts our gender pay gap.

2019-20 data varied in the lower quartiles due to backpay adjustments being included. This adjustment is not required in the current year. Other than that, the 2020-21 data is consistent with that of prior years.



Bonus



	Gender Bonus Pay Gap (%)
Median	3.7
Mean	6.8

The proportion of females in receipt of a bonus increased in the period, due to time of entry into the plan rather than previous exclusion from participation. Bonus plans are applied across job family.

The change in the mean and median bonus payments is due to increase of females in upper middle quartile and upper quartile roles and the positive performance of the bonus plan in the period.

The Devro Group is an equal opportunities employer, and the benefits of diversity in its broadest sense are well understood. We are committed to treating people in a fair and inclusive manner. This is embedded in our “People” and “Business Conduct” policies, and over recent years we have seen an encouraging increase in diversity. We would expect the application of these policies to result in a reduction of the gender pay gap over time.

In 2021, we refreshed our Purpose and Values. To bring these to life, we engaged our leaders, connecting them with what the Values meant for them and encouraging them to experiment with changes through a series of workshops in July and October. 90 leaders across the business attended and these leaders then engaged their teams, helping them to make sense of what the Values mean for their areas, roles, and to them personally. We also set up a network of Purpose Ambassadors to bring Purpose to life in their regions and functions, demonstrating how we live our Purpose and Values every day. Over 40 people across the globe volunteered and showcased the efforts in their areas. Moving into 2022 we are now focused on integrating Values into how we recruit, manage, develop and reward our people, how we communicate and what we emphasise, so that we create the environment we need to live our Purpose and deliver success.

Declaration

The information set out in this report, as required under the Regulations, is accurate.

Signed by
Anton Zawada, HR Director
For and on behalf of Devro (Scotland) Limited