



DEVRO

Modern Slavery Statement

Financial year ended 31 December 2021

This statement has been published in accordance with the UK Modern Slavery Act 2015, the Australian 2018 Modern Slavery Act and the Californian Transparency in Supply Chain Act, 2010. It sets out the commitment of and steps being taken by Devro plc, Devro (Scotland) Limited and all members of the Devro group of companies (“we” or the “Group”) to prevent modern slavery and human trafficking in our business and supply chain (which, in 2021, we integrated into our refreshed Sustainability Framework).

We seek to uphold high ethical standards, and strive to comply with all relevant laws. We treat our suppliers with respect at all times, and in return, expect them to abide by our standards.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any other part of our business. Specifically,

- We respect workers’ rights globally and aim to comply with all relevant labour legislation and standards in all countries in which we operate.
- We check, through our raw material supplier audits, that our suppliers also have policies or processes in place which promote respect for workers’ rights (including policies on anti-discrimination, freedom of association, child and forced labour) and we seek assurances of the steps they have in place to ensure these are followed.

The Group’s supplier base tends to comprise reputable companies with whom we have longstanding relationships, mostly operating in the UK, EU, US, Australia and China. Many of them also require skilled labour in order to deliver complex raw materials to us. These factors cause us to conclude that the risk of modern slavery or human trafficking within our supply chain is not high. In the last five years, our suppliers’ approach to countering slavery and human trafficking has been covered in over 200 supplier audits, including 95% of all raw material supplier audits we undertook in 2021.

We maintain high standard of labour practices throughout our own business, which complements the developed culture of ethical business practice and typically strong labour regulation in the countries in which we operate. Our own standards and those we expect our suppliers to maintain are underlined by our global People Statement and by our Business Conduct policy, both of which are published on our website.

To ensure that we maintain a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our own business, we are aiming to refresh our employees’ awareness through an online training programme we are finalising for rollout in the course of this year.

This Modern Slavery Statement is reviewed and approved annually.

This Statement was approved by the Board of:

Devro plc;

Devro (Scotland) Limited; and

Devro Pty Limited



DEVRO

Modern Slavery Statement

Financial year ended 31 December 2021

Signed by

Rutger Helbing

For and on behalf of Devro plc

Ken Davidson

For and on behalf of Devro (Scotland) Limited

Andrew Money

For and on behalf of Devro Pty Limited
