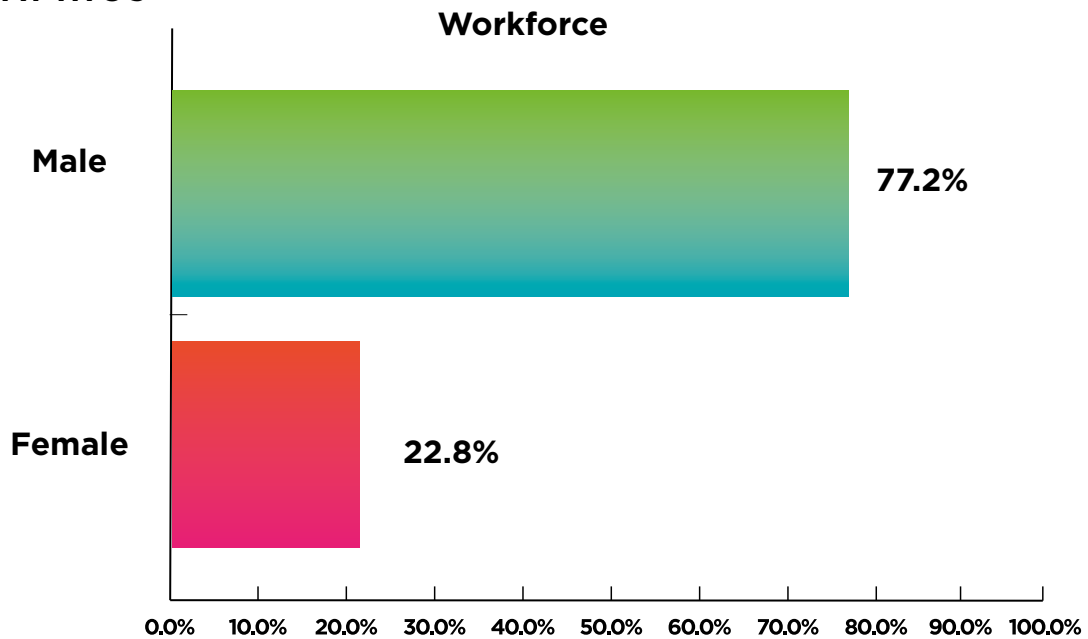


Gender Pay Gap

April 2022 - March 2023

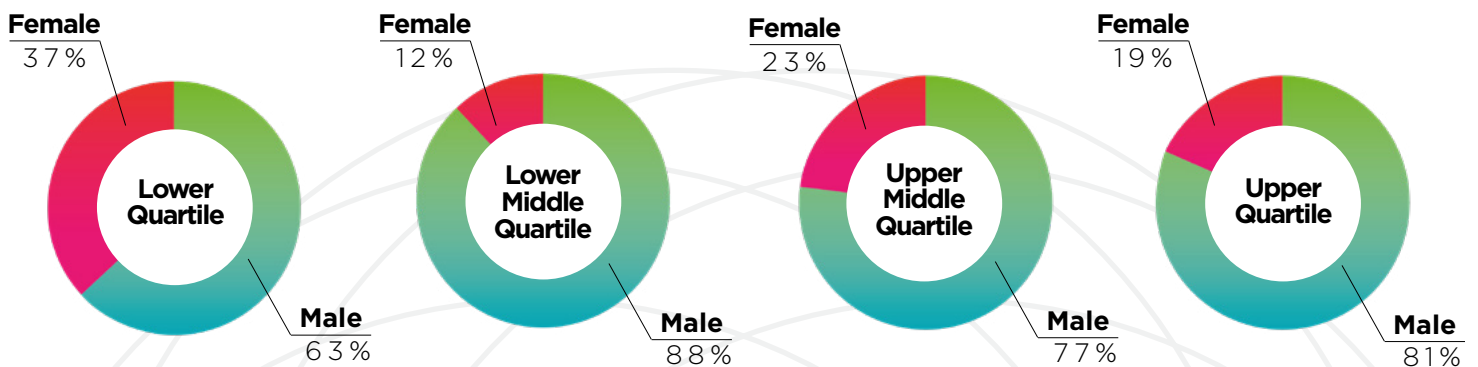
In compliance with its obligations under the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the Regulations), Devro (Scotland) Limited reports in 2023 **a mean gender pay gap of 6.8% and of median of 3.3%**, calculated by reference to the relevant period defined in the Regulations. The details underlying these figures are as follows:

DEMOGRAPHICS



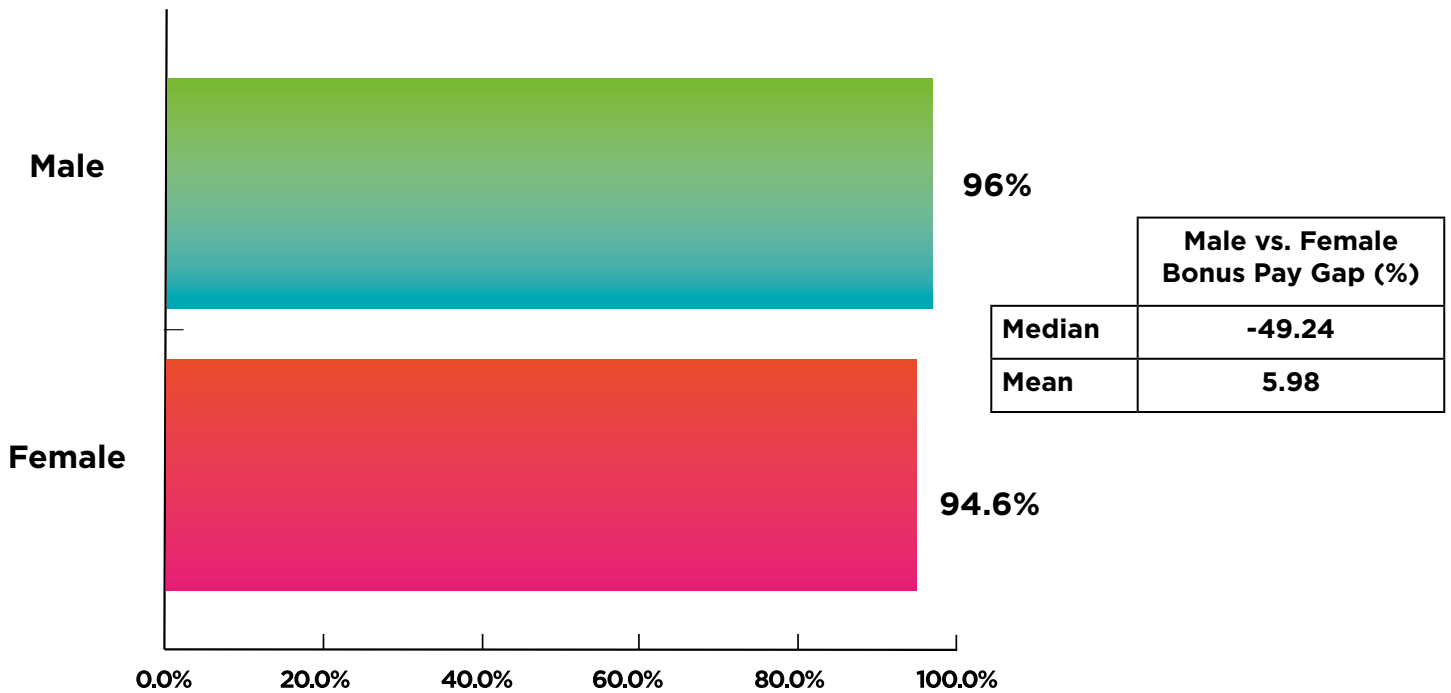
Consistent with other UK manufacturing businesses which have continuous operations shift patterns, we have a predominantly male workforce.

PAY QUANTILES



When comparing 2021-22 data with that of 2022-23, the mean pay gap has maintained a stable level at 6.8%, with the median gender pay gap showing an encouraging figure of 3.3%. Analysis of turnover shows that the mean gender pay gap for the “leavers” was 1.3%, however, was -6.2% for “new hires”, indicating a more favourable hourly rate for all females joining the Company.

Bonus Participation



Bonus

The proportion of females in receipt of a bonus was maintained in the period, with more than 95% of all employees receiving a bonus, with eligibility rates equal for both male and female employees.

At Devro, production workers receive a fixed annual bonus, whereas office support staff receive a bonus which is linked to business performance. The median male employee is a production worker, whereas the median female employee is an office support employee, so business performance has a much more significant impact on the median bonus than any other variable. Bonus results in the current period were exceptional, benefiting those employees on the performance bonus scheme the most, hence the negative median bonus gap.

The Devro Group is an equal opportunities employer, and the benefits of diversity in its broadest sense are well understood. Devro is committed to treating people in a fair and inclusive manner and reflects this within its “People” and “Business Conduct” policies. We would expect the application of these policies to positively impact the gender pay gap over time.

The introduction of our Dignity at Work initiative in 2022 affirmed our commitment to strengthening our open, collaborative, and inclusive culture to ensure Devro is a great (healthy, fair, and enjoyable) place to work for everyone!

Our global commitment to Dignity at Work sets the tone and outlines our key principles:

- Everyone is treated, and treats others, fairly, with dignity and respect
- Every employee genuinely feels that they belong, are valued and free to be their authentic self
- Every employee is encouraged to utilise their skills and talents fully and to succeed to their full potential (no matter who they are, where they come from or how they think)
- Bullying, harassment, and victimisation are not tolerated and unlawful discrimination in any form is never experienced
- Diverse perspectives are actively sought, and all employees are encouraged to speak up, challenge and share their ideas and opinions, openly and constructively
- Our policies, practices, decisions, and actions demonstrate our commitment to progressing towards greater inclusion, equality and diversity at Devro

Following a series of activities including communications, training and a global EDI survey, we have been working across each of our regions to challenge any bias and promote inclusivity through living our company values; Be Curious, Be Courageous, Be Connected, Be Committed, Be Caring.

We also continue to promote our Global Employee Assistance Program service to give employees access to resources and tools to support their mental, physical, financial, and social well-being including access to confidential, professional counselling if needed.

DECLARATION

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

Signed by
Alistair Reid



For and on behalf of Devro (Scotland) Limited