



DEVRO

Modern Slavery Statement

Financial year ended 31 December 2024

This statement has been published in accordance with the UK Modern Slavery Act 2015, and also addresses the requirements of legislation of other jurisdictions to counter modern slavery, including the Australian 2018 Modern Slavery Act, the Californian Transparency in Supply Chain Act, 2010, the German Supply Chain Due Diligence Act. and the EU's Corporate Sustainability Due Diligence Directive. It sets out the commitment of and steps being taken by Devro Limited, Devro (Scotland) Limited and all members of the Devro group of companies ("we" or the "Devro Group") to prevent modern slavery and human trafficking in our business and supply chain (which is 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.
- Our supplier contracts and standard terms mandate compliance with our policies on sustainability including human rights.
- 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 Devro Group was acquired by the SARIA group of companies ("**SARIA**") in April 2023. The Devro Group's commitments are also echoed in SARIA's Supplier Code of Conduct.

The Devro 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 six years, our suppliers' approach to countering slavery and human trafficking has been covered in over 360 supplier audits, that is 94% of all audits.

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 deliver dedicated training to key personnel who are involved in our Supplier Management process.

This Modern Slavery Statement is reviewed and approved annually.
