



DEVRO

Global Business Conduct Statement

Devro will conduct its business across the globe responsibly, aspiring to high ethical standards.

Our aim is to act with honesty and integrity in everything we do, always seeking to maintain good governance and to protect our reputation for conducting our business fairly and ethically throughout the world.

- **Compliance with laws and regulations** - we are committed to complying with the spirit as well as the letter of all applicable laws and regulations wherever we do business.
- **Honesty and integrity** - we will treat customers, partners, suppliers and other stakeholders with honesty and integrity.
- **Bribery and corruption** - we have “zero tolerance” of bribery and corruption, and we are committed to maintaining effective systems to enforce this.
- **Conflicts of interest** - all colleagues have a duty to avoid business and financial conflicts of interest and we have procedures in place to manage this.
- **Hospitality** - we set reasonable limits on the giving and receiving of corporate hospitality and we have procedures in place to manage our compliance with this.
- **Speaking out** - We encourage reporting of genuine concerns about any aspect of our business through our whistleblowing channel, <https://saria.integrityline.org/>, to ensure compliance and trust.
- **Taxation** - we pay our taxes, and do not seek to unfairly or unlawfully avoid this responsibility. We do not knowingly help others avoid their tax obligations.

Harald van Boxel
Chief Executive Officer