



Human Resources Policy

We have a significant responsibility towards all the people who work for Devro, who enable the business to function, providing products and services to customers and creating value for shareholders.

Individually and collectively, our people have the skills, ideas, ambition and uniqueness that will result in a successful future for the company.

In addition to complying with all relevant laws and "highest ethical standards", we will therefore:-

- a) Provide a safe and healthy working environment.
- b) Recruit and retain talented employees.
- c) Reward employees fairly for their contribution.
- d) Treat everyone honestly and with respect.
- e) Treat all job applicants and employees equally without discrimination or harassment of any kind.
- f) Communicate actively and openly with everyone, to ensure that they are aware of developments in the business, and to seek their opinions, comments and contributions.
- g) Provide employees with opportunities for development, progress and increasing reward.
- h) Encourage teamwork and co-operation across the Devro Group in order to maximise performance.

This policy was reviewed on by the Board of Devro plc on 10 December 2009 and will be reviewed again before year end 2010.

A handwritten signature in black ink, appearing to read 'Peter Page'.

Peter Page
Chief Executive Officer