

**Pall Europe Limited
Gender Pay Gap Report 2022**

We are committed to creating an inclusive and diverse workforce everywhere we do business, and to paying our employees fairly.

Our UK Gender Pay Report is based on information as of the snapshot date of 5 April 2022.

We have made progress in our gender balance population percentage, with an increase in female population of 3.8% compared to the previous year. However, we still have a gender pay gap because we employ more men at higher-paid levels in our workforce.

Our focus is to continue to address the representation of females in the middle and upper pay quartiles, and further reduce the pay and bonus gap through focused initiatives that enhance female career progression. With this focus we hope to drive higher salaries and bonus in the future.

Closing the overall gender pay gap means we continue to ensure men and women are represented at all levels throughout the organisation, particularly in leadership roles which tend to carry higher market rates of pay.

We are taking steps to ensure that we are attracting, hiring, and promoting diverse talent throughout our system, so that we can make progress towards closing a representation gap reflected in the pay report. This is a broader challenge facing many companies in in our sector, and for skilled trade occupations in general.

Key ongoing initiatives:

- We have since introduced a 'Future of work policy' to support hybrid and remote working opportunities for all.
- We continue to support associates in exploring flexible working options.
- We have enhanced our family leave policies beyond the statutory entitlement.
- We continue to offer support with backup childcare.
- We continue to ensure meaningful career conversations across the organisations so that all associates are aware of career opportunities and progression within the business.
- We continue the enterprise-level cultural awareness and inclusion training programmes for all managers during 2022 and 2023.
- All managers have a development goal to support the D&I initiatives and help bring in female talent.
- We continue to support key events to recognise and encourage diversity and inclusion.
- We maintain and drive the promotion the enterprise-level female Associate Resource Group to provide a support network for our female associates.

2022 gender pay gap data:

Mean pay gap	13.5%
Median pay gap	11.4%

Mean bonus gap	31.7%
Median bonus gap	29.2%

Proportion of men receiving bonus	94.4%
Proportion of women receiving bonus	89.8%

Pay quartiles	%Men	%Women
Upper quartile	77.0%	23.0%
Upper middle quartile	70.4%	29.6%
Lower middle quartile	65.5%	34.5%
Lower quartile	62.5%	37.5%

I confirm that the data reported by Pall Europe Limited is accurate.

Signed:



Tony Mason, Managing Director, Pall Europe Limited