

TO: ALL EMPLOYEES
FROM: LAWRENCE KINGSLEY
DATE: 10/3/2014
SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY POLICY

Pall Corporation reaffirms its policy of equal employment opportunity for all qualified individuals without discrimination because of race, color, religion, sex, sexual orientation, age, national origin, disability, protected veteran status or other basis prohibited by law. Underscoring this policy is our strong concern for our employees' dignity and well-being and our commitment to provide for a safe, productive and professional work environment.

Every effort is made to assure that our policies regarding hiring, salary administration, promotion and transfer are based solely on job requirements, job performance and job related criteria. In addition, our personnel policies and practices - including those related to compensation, benefits, transfer, retention, termination, training, self-development opportunities, as well as social and recreational programs - are administered without discrimination on the basis of race, color, religion, sex, sexual orientation, age, national origin, disability, veteran status or other basis prohibited by law.

Pall Corporation's continued success in affirmative action depends in large measure not only on the commitment and involvement of those directly responsible for the program's implementation but also on the dedication of all our employees. Assuring equal opportunity is a fundamental and direct responsibility of all levels of management.

The following practices and conditions underscore our commitment:

- All managers and supervisors are required to implement the Affirmative Action Programs in their areas and to provide an atmosphere free from harassment. They will be held accountable for meeting our affirmative action objectives.
- The EEO Coordinator and AAP Administrator, is responsible for developing and maintaining the Affirmative Action Programs, ensuring compliance, and advising management of problem areas and the need for corrective action.

If you are a person with a disability, a qualified disabled veteran, or a Vietnam Era Veteran and would like to be considered under the Affirmative Action Programs, please tell us. This information is voluntary and refusal to provide it will not subject you to discharge or disciplinary treatment.

The Affirmative Action Programs are available for review to any employee or applicant for employment upon request. The programs may be obtained from the EEO Coordinator and AAP Administrator between the hours of 9:00 am and 5:00 p.m., Monday through Friday.

Any employee or applicant who feels that he or she has been subject to discriminatory action or harassment should contact Corporate Human Resources at 516-484-5400

I fully endorse our policy and will continue to review the results of our Affirmative Action Programs with the Corporate Human Resources staff on a regular basis. I need the full cooperation of all employees in meeting these objectives.