

## **Pall Corporation Non-Harassment Policy**

Pall Corporation is committed to maintaining a work environment that is free of harassment, intimidation, or coercion regarding any employee's race, religion, color, national origin, citizenship, sex, veteran or military status, age, marital status, sexual orientation or preference, gender identity, disability and any basis protected by federal, state, or local law. Conduct involving the harassment of an employee is unacceptable and may result in a disciplinary action by the company, which could include termination.

Sexual harassment also will not be tolerated in any form. Sexual harassment may occur between individuals of different genders or the same gender and includes sexual advances, propositions or requests for social dates, sexual activity or sexual favors, or other verbal, physical or other conduct (whether through writings, emails, use of social media or otherwise) of a sexual nature when:

- submission to this conduct is made, explicitly or implicitly, a term or condition of an individual's employment.
- submission to or rejection of this conduct by an individual is used as the basis for employment decisions affecting that individual.
- such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive professional environment (whether at the Company's place of business or elsewhere and including Company- or business-related social events) for that individual or others who observe the conduct.

Conduct considered to be sexual harassment includes, but is not limited to, the following:

- remarks concerning a person's body or clothing that have sexual overtones.
- sexually explicit slurs or words that are used to describe a person.
- unnecessary touching, patting, pinching, or fondling.
- jokes, comments, or conversations involving matters of a sexual nature.
- the display or circulation of sexist or sexually oriented cartoons, pictures, photographs, and other potentially offensive materials in the workplace.
- inappropriate generalizations or comments made about someone's gender.

Employees who feel that they are being subjected to harassment, intimidation, or interference with the performance of their work are urged to contact their resident HR Manager immediately. If this is not possible, employees should contact the Corporate Vice President of Human Resources at 516-801-9504. Finally, if a satisfactory resolution for the problem has not been reached, employees can contact the Compliance and Ethics Officer of Pall via the toll free hotline at 1-800-932-5378. Please be reassured that Pall

will make every effort to ensure that your complaint of harassment is resolved promptly, effectively, and in a confidential manner. No employee will suffer any adverse employment action as a result of reporting in good faith a claim of alleged harassment of any kind. Further, if it is determined, through investigation, that harassment or intimidation has in fact taken place, appropriate disciplinary action will be taken against the individual(s) committing the offense.