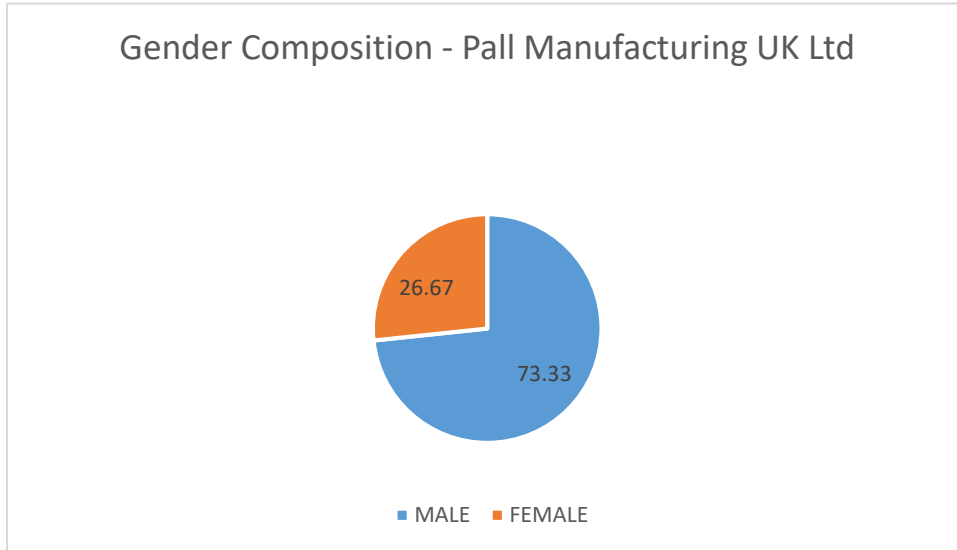


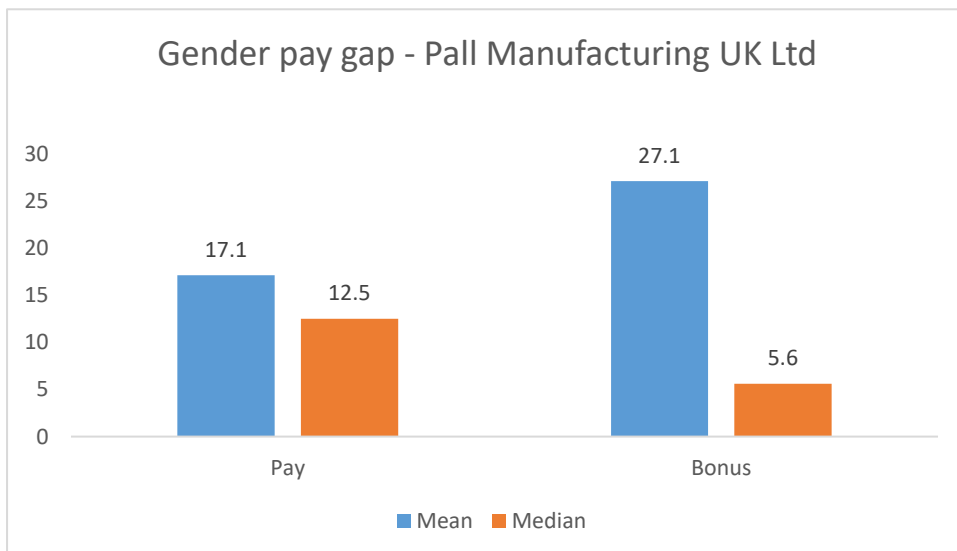
**Pall Manufacturing UK Limited
Gender Pay Gap Report 2018**

At the snapshot date of 5 April 2018, Pall Manufacturing UK Limited employed 1,125 people in the UK. Of those 1,125 employees, 825 (73.33%) were male and 300 (26.67%) were female.



Pay and bonus pay gap

Pall Manufacturing UK Limited's mean and median (or midpoint) gender pay gap for both hourly pay and bonus pay are as follows:



These figures are calculated in accordance with the statutory method as at the snapshot date, which is 5 April 2018 for pay and the 12-month reference period up to 5 April 2018 for bonus. The calculations include pay and bonus payments for all relevant employees at Pall Manufacturing UK Limited, regardless of job role or seniority.

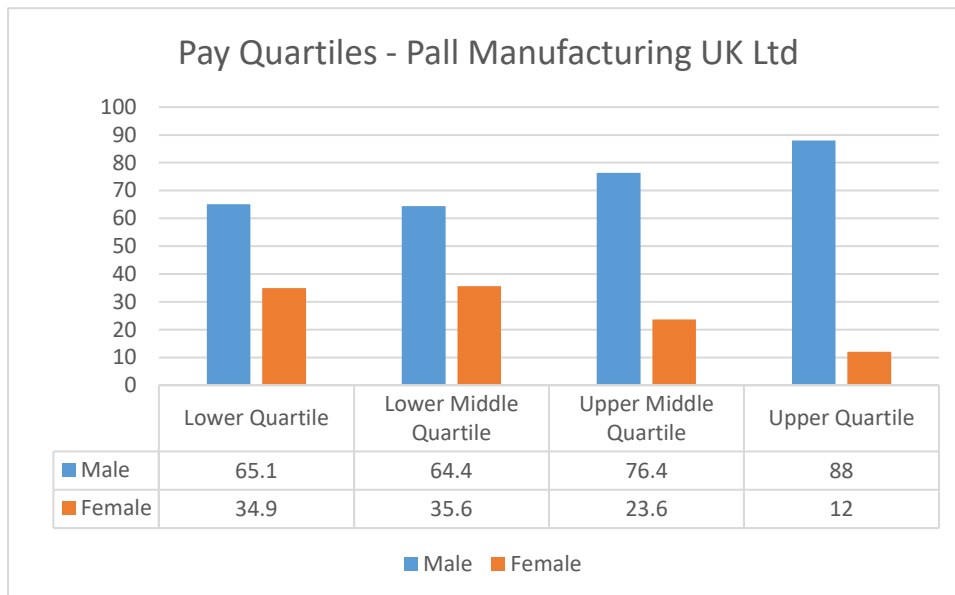
It is important to note that this is not the same thing as equal pay, which relates to remuneration for jobs with the same or similar responsibilities. We are confident that men and women at Pall Manufacturing UK Limited are paid equally for doing equivalent roles.

Proportion of male and female employees receiving a bonus

96% of male and 96% of female employees received bonus payments for the applicable reference period. This represents an increase on the 2017 applicable reference period. In 2018, Pall Manufacturing UK Ltd implemented a bonus scheme under which all employees are eligible. This was a response to discussions with the organisation's Workers Council and reflects a desire that all employees should share in the organisation's success.

Pay quartiles

The following chart shows the percentage of men and women in each of four equally sized groups (pay quartiles):



Quartiles 2018	2018	
	Male	Female
Lower Quartile	65.1	34.9
Lower Middle Quartile	64.4	35.6
Upper Middle Quartile	76.4	23.6
Upper Quartile	88	12

Diversity and inclusion underpin our core values and we are dedicated to building and sustaining a truly diverse and inclusive culture.

As part of our commitment to promoting gender equality in the workplace, we have an ongoing programme of initiatives which is designed to ensure equal pay for equal work and to support a diverse workforce at all levels of the organisation. This includes steps to encourage flexible working, increasing payment for paternity leave and encouraging the take up of shared parental leave. During 2018, Pall launched a number of diversity and inclusion initiatives, including our Associate Resource Groups, which will include a 'Women & Friends', 'African Descent & Friends' and 'LBGTQ' network groups. A Building Inclusive Leaders training programme was implemented across Pall during 2018 and a high profile diversity campaign was launched to encourage our people to bring their whole self to work and promote a more inclusive culture at Pall.

Declaration

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

Signed:



Tony Mason, Managing Director, Pall Manufacturing UK Limited