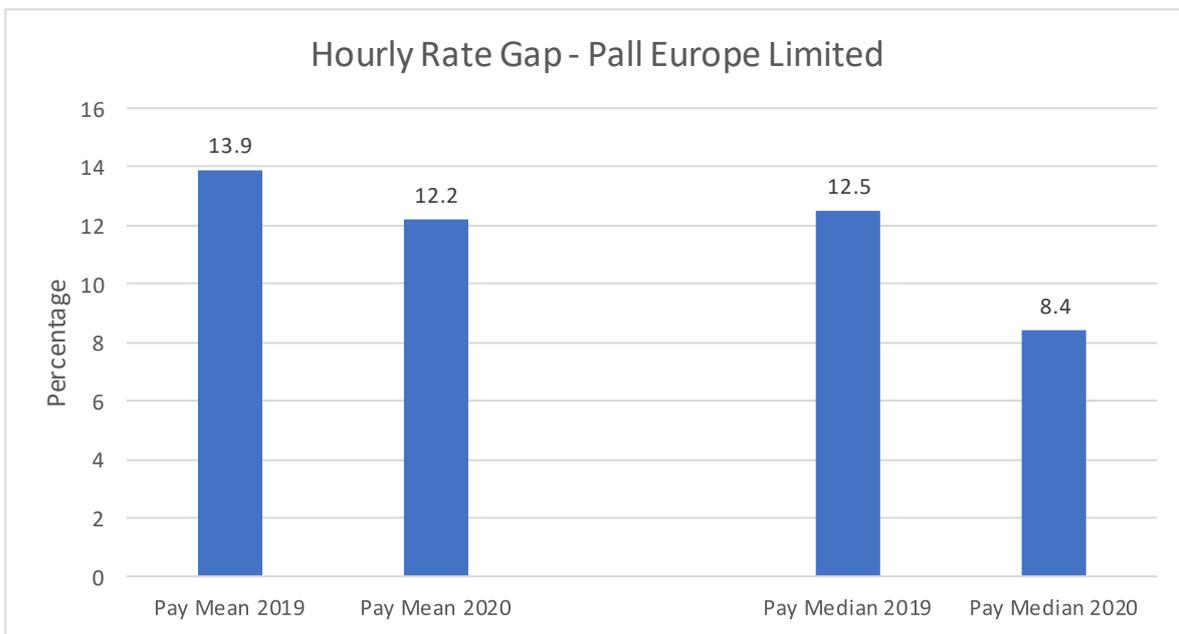


### Pall Europe Limited Gender Pay Gap Report 2020

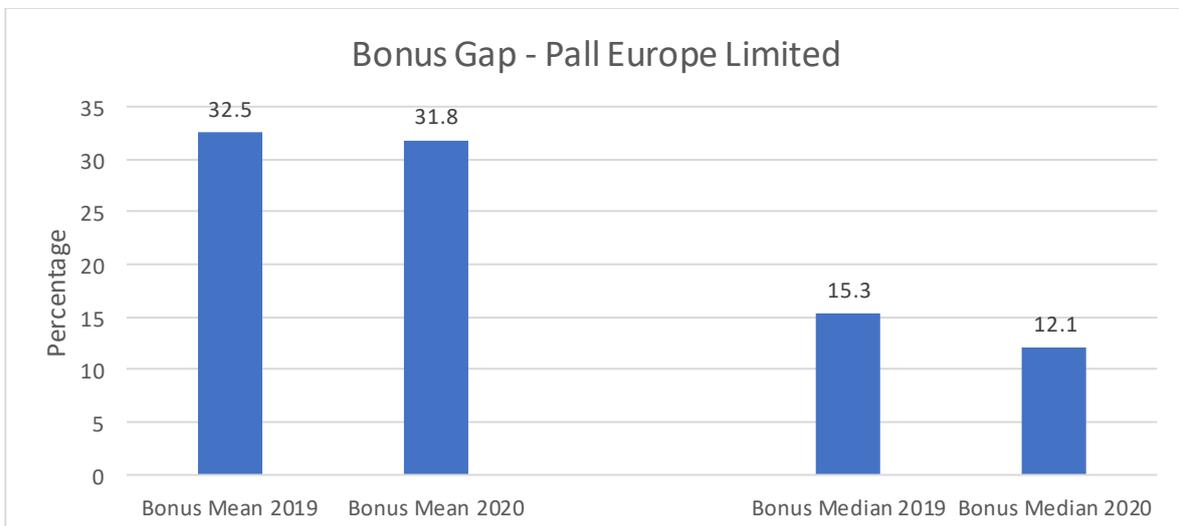
At the snapshot date of 5 April 2020, Pall Europe Limited employed 917 people in the UK, representing a growth of 9.55% since April 2019. Of those 917 employees, the gender balance remained largely the same as 2019 with 72.5% male and 27.52% female.

#### Pay and bonus pay gap

We have made progress in reducing the hourly pay gap between 2019 and 2020, in both mean pay by -1.7%, and median pay by -4.1%.



Pall Europe Limited’s mean and median (or midpoint) gender pay gap for bonus pay is as follows:



Pall Europe Limited has also made progress in reducing the mean (-0.7%) and medium (-3.2%) bonus gap compared to last year.

These figures are calculated in accordance with the statutory method as at the snapshot date, which is 5 April 2020 for pay and the 12-month reference period up to **5 April 2020** for bonus. The calculations include pay and bonus payments for all relevant employees at Pall Manufacturing UK Limited, regardless of job role or seniority.

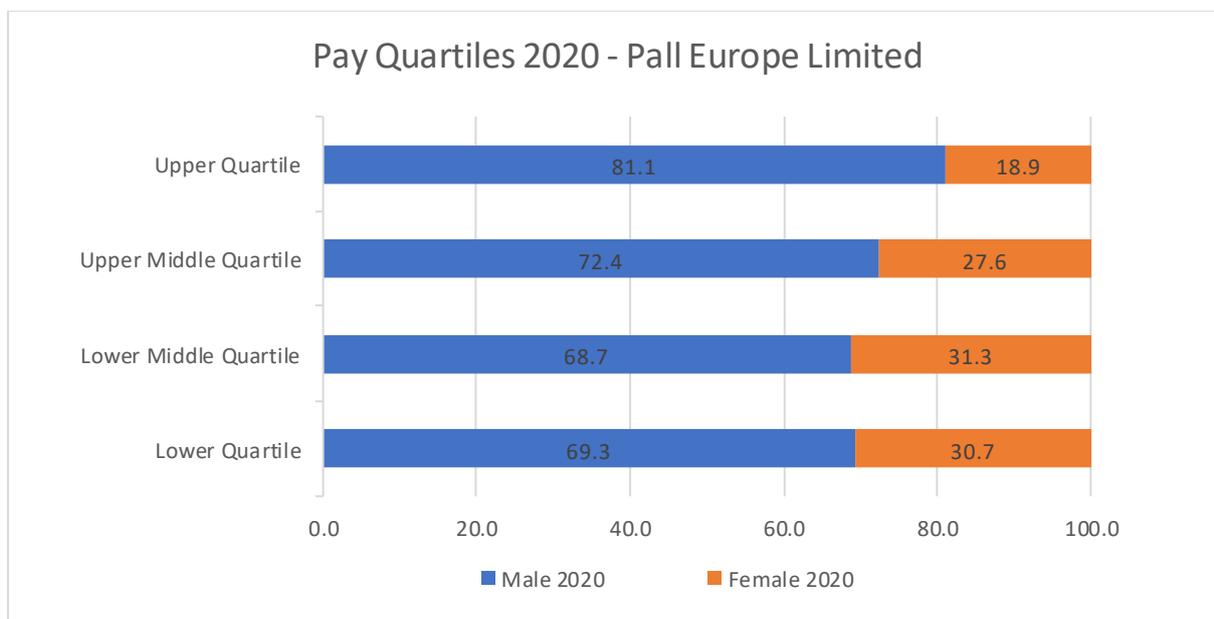
### Proportion of male and female employees receiving a bonus

94.9% of our female employees received bonus payments for the applicable reference period, compared to 96.5% of male employees for the same period.

During 2021 Pall Europe Limited has reviewed the bonus scheme for non-managerial employees in the manufacturing plants and will be providing an additional incentive to reward employees in line with overall company performance as well as site performance. This has been implemented in response to employee feedback and to recognise the commitment and dedication of our manufacturing associates who have worked throughout the pandemic. We anticipate that this change may increase the bonuses of non-managerial employees and therefore help to reduce the bonus pay gap.

### Participation Gap - Pay quartiles

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



Our focus is 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.

Closing the overall gender pay gap is different than ensuring equal pay for equal work. It involves the challenge of making sure that 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 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 trades occupations in general.

Key ongoing initiatives:

- The roll out of enterprise-level cultural awareness and inclusion training programmes for all managers during 2021;
- Promoting the enterprise-level female Associate Resource Group to provide a support network for our female associates; and
- The launch of the Pall cross functional mentoring programme in July 2021.

Due to the Coronavirus outbreak, the Government and the Equality and Human Rights Commission (EHRC) suspended the gender pay gap reporting obligations for the 2019/20 reporting year until 5<sup>th</sup> October 2020.

**Declaration**

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

Signed:



Tony Mason, Managing Director, Pall Europe Limited