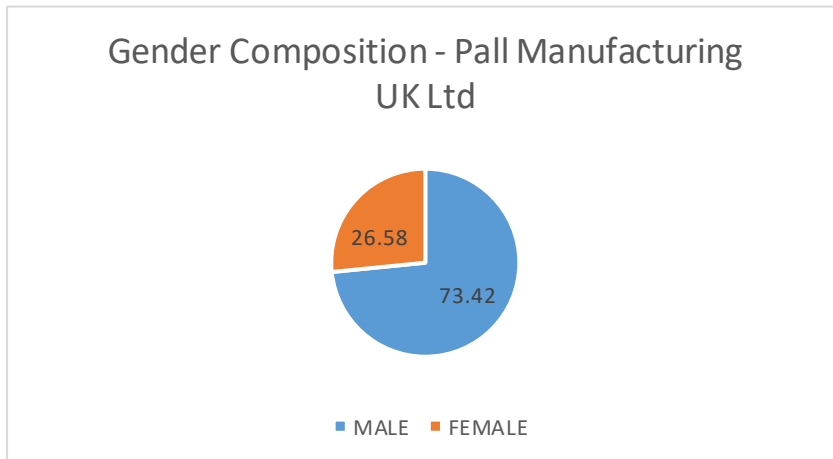


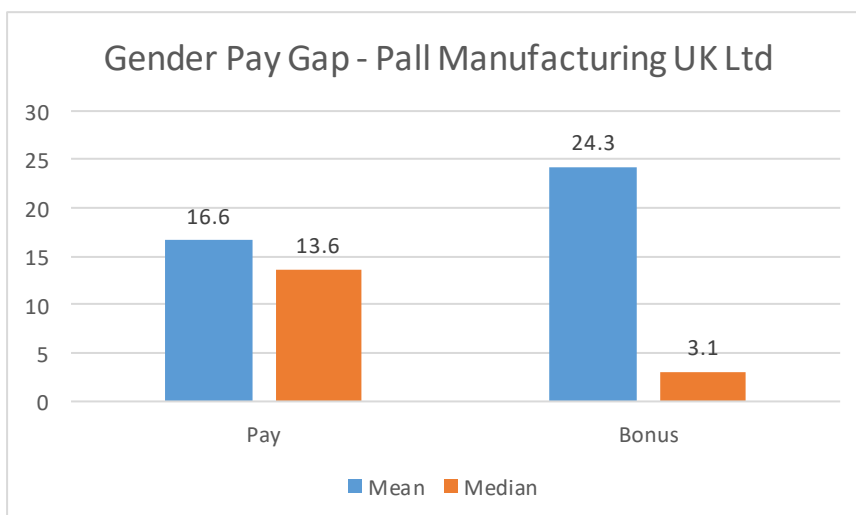
**Pall Manufacturing UK Limited  
Gender Pay Gap Report 2019**

At the snapshot date of 5 April 2019, Pall Manufacturing UK Limited employed 1,140 people in the UK. Of those 1,140 employees, 837 (73.42%) were male and 303 (26.58%) 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 2019 for pay and the 12-month reference period up to 5 April 2019 for bonus. The calculations include pay and bonus payments for all relevant employees at Pall Manufacturing UK Limited, regardless of job role or seniority.

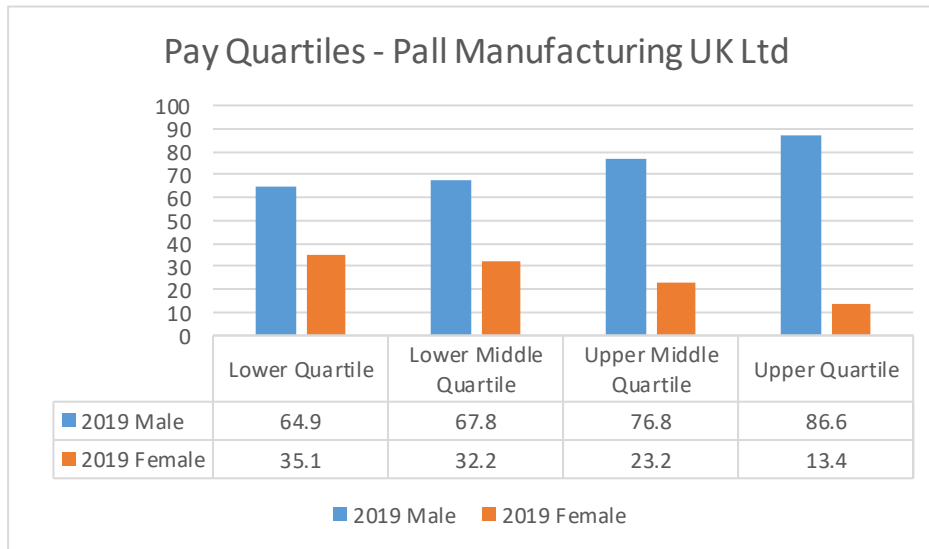
It is important to note that this is not the same thing as equal pay, which relates to remuneration for jobs with the same or similar responsibilities. We are confident that men and women at Pall Manufacturing UK Limited are paid equally for doing equivalent roles.

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

99.3% of male and 99.7% of female employees received bonus payments for the applicable reference period. This represents an increase on the 2018 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):



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

Due to the Coronavirus outbreak, the Government and the Equality and Human Rights Commission (EHRC) have suspended the gender pay gap reporting obligations for the 2019/20 reporting year. However, in the interests of transparency and Pall's ongoing commitment to gender pay issues, Pall has decided to report its data this year.

**Declaration**

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

Signed:



Tony Mason, Managing Director, Pall Manufacturing UK Limited