

## Pall Manufacturing UK Limited Gender Pay Gap Report 2022

Pall Manufacturing UK Limited (the “**Company**”) is part of Pall Corporation, which is a global business focusing on filtration, separation, and purification solutions for customers in both Life Science and Industrial Sectors. Creating an inclusive working environment, which attracts, retains and develops our female talent, is a key priority for Pall.

Our Pall Manufacturing UK Limited entity covers many UK based sites, including production sites in Ilfracombe, Portsmouth and Newquay. These sites play a key part in the production of a large variety of the Pall Product Portfolio, including Biotechnology, Medical, Aerospace and Filter and Asset Protection (FTAP).

During 2022 the Company reviewed the bonus scheme for non-managerial employees in the manufacturing plants and will be increasing the incentive compensation percentage for all associates in 2023. This is in addition to introducing a company-wide performance factor in 2022 (in addition to site performance) to reward employees. We anticipate that this further enhancement will continue to support the business commitment to increase the bonuses of non-managerial employees and therefore help to reduce the bonus pay gap.

Our continued 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. In 2022 we saw a notable improvement in the percentage of females represented in the upper and upper middle pay quartiles, ranging from 22.1% increase in the number of females represented in the upper quartile and a 11.1% increase in representation in the upper middle quartile. With continued focus we hope to drive higher salaries and bonuses in the future and increase the representations in these quartiles.

The Company’s compensation programs and practices are designed to attract associates, motivate and reward performance, drive growth and support retention, and cultivate an inclusive culture with equal employment opportunities for employees. A commitment to diversity and inclusion is a key leadership objective at the Company, and we take steps to review and ensure that our employees receive equal pay for equal work.

Closing the overall gender pay gap is different from 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. Although there were economic pressures in 2022 across the UK we continue to see a buoyant labour market and a continued challenge in sourcing skilled trades occupations in general, which is a similar challenge faced by many companies in our sector.

Diversity and inclusion underpin our core values and we are dedicated to building and sustaining a truly diverse and inclusive culture. The Company looks forward to sharing future progress on our commitment to ensuring that everyone has an equal opportunity to progress to senior or highly-paid positions.

Key ongoing initiatives:

- Implementation of enhanced parental leave policies within the UK to continue to attract and retain female associates, including 26 weeks of enhanced maternity / shared

parental leave, up to 10 days of paid dependant emergency care leave and 8 weeks of enhanced paternity and partner leave.

- Inclusion and Diversity training modules for all, including enterprise-level cultural awareness and inclusion training programmes for all managers during 2022 and 2023.
- Support key events to recognise and encourage diversity and inclusion, such as International Women’s Day.
- Maintain and drive the promotion of the enterprise-level female Associate Resource Group to provide a support network for our female associates.
- Regular review and assessment of diversity metrics and progress and regular pay equity reviews.
- Drive female representation at a global executive level which includes actively looking at our succession and our talent readiness pools to ensure we have equal representation.
- Establish goal of at least two female candidates for each vacancy to enable diverse representation of candidates for all vacancies during the hiring process.
- Continue the Pall cross-functional mentoring programme in 2022 and 2023.

**2022 gender pay gap data:**

|                |       |
|----------------|-------|
| Mean pay gap   | 10.9% |
| Median pay gap | 9.7%  |

|                  |       |
|------------------|-------|
| Mean bonus gap   | 22.3% |
| Median bonus gap | 5%    |

|                                     |       |
|-------------------------------------|-------|
| Proportion of men receiving bonus   | 88.5% |
| Proportion of women receiving bonus | 85.8% |

| Pay quartiles         | % Men | % Women |
|-----------------------|-------|---------|
| Upper quartile        | 65.2% | 34.8%   |
| Upper middle quartile | 65.8% | 34.2%   |
| Lower middle quartile | 79.6% | 20.4%   |
| Lower quartile        | 81.9% | 18.1%   |

**Declaration**

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

Signed:



Deen Harman, Director, Pall Manufacturing UK Limited