

**Pall Manufacturing UK Limited**  
**Gender Pay Gap Report 2024**

Pall Manufacturing UK Ltd (the “**Company**”) is part of Cytiva, which is a global business whose focus is on delivering innovative advances for our customers. The Company develops purification systems and filtration enhancements as well as engineering lifesaving vaccines and biotechnology drugs and develop manufacturing processes. We serve the food and beverage, aerospace and life science markets. We are dedicated to helping protect critical operating assets, improving product quality, minimising emissions and waste, and safeguarding health.

The UK is an important market for the Cytiva's business. Pall Manufacturing UK Ltd's entity covers many UK based sites and locations including research and development in Harbourgate Portsmouth and our production sites in Walton Road Portsmouth, Ilfracombe and Newquay. The Company's head office is Harbourgate Portsmouth where many of our management and enabling functions teams are situated.

Creating an inclusive working environment, which attracts, retains and develops the best talent, is a key priority for the Company. In relation to bonuses, in last year's report we outlined changes to our approach to bonuses for non-managerial associates. This has driven an increase in the proportion of female associates receiving a bonus, from 85.8% in the 2022 report to 98.8% in the 2023 report and 99.5% in the 2024 report.

The Company continues to be committed to ensuring we have an environment that represents all by taking meaningful steps, actions and practices to deliver on this. In the UK, these include:

- Continuation of enhanced family friendly policies offering 26 weeks full paid Maternity/ Shared Parental/ Adoption Leave, 8 weeks of enhanced Paternity/Partner Leave and 10 paid days of Dependents Leave to be used in unexpected or emergency circumstances, designed to attract and retain those with parental or caring responsibilities.
- Regular pay equity reviews.
- Continuing Inclusion and Diversity training modules for all, including cultural awareness and inclusion training programmes for all managers during 2024 and 2025.
- Celebrating and promoting awareness days that are relevant in the UK, through delivering information and events to develop understanding such as International Women's Day.
- The Women + Friends Europe Associate Resource Group, driven by a steering group across the Company to drive an inclusive culture across the business, enabling female associates in the UK to achieve their aspirations.
- A group of UK based Women + Friends Champions across the Company.
- Continuing the Company's cross functional mentoring programme in 2024 and 2025.
- Representation of candidates from different backgrounds and experiences for vacancies for UK roles posted internally and externally.



The Company's compensation programs and practices are designed to attract associates, motivate and reward performance, drive growth and support retention, and cultivate a culture of inclusion and belonging in which our employees receive competitive and fair pay.

Closing the overall gender pay gap in the UK entails 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 the best talent throughout our system, so we can make progress towards closing any representation gaps reflected in the pay report. The Company looks forward to sharing future progress on our commitment to ensuring that each associate has an equal opportunity to progress to senior or highly-paid positions.

**2024 gender pay gap data:**

Mean pay gap	11.9%
Median pay gap	8.6%

Mean bonus gap	19.3%
Median bonus gap	9.9%

Proportion of men receiving bonus	99.8%
Proportion of women receiving bonus	99.5%

Pay quartiles	% Men	% Women
Upper quartile	78.6%	21.4%
Upper middle quartile	77.5%	22.5%
Lower middle quartile	66.3%	33.7%
Lower quartile	62.1%	37.9%

**Declaration**

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

Signed:



**Andrew Lester**

**Director, Pall Manufacturing UK Ltd.**