

Pall Manufacturing UK Ltd
Gender Pay Gap Report 2025

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, biotechnology drugs and developing manufacturing processes. The Company serves the Food and Beverage, Nuclear and Life Science markets. The Company is 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 Pall business. The Company has multiple UK based sites , operating in the following locations: Walton Road Portsmouth, Ilfracombe and Newquay.

Creating an working environment which promotes inclusion and belonging and which attracts, retains and develops our female talent, is a key priority for the Company. In relation to bonuses, the 2024 report we outlined changes to our approach to bonuses for non-managerial associates. This has worked in driving an increase in the proportion of female associates receiving a bonus, from 85.8% in the 2022 report, 98.8% in the 2023 report and 99.5% in the 2024 report. 2025 bonus data shows a small decrease in females eligible to receive bonus (2.3%) and is consistent with male counterpart eligibility (decrease of 3.6%).

The UK is an important market for the Cytiva business. Our Global Life Sciences Solutions Manufacturing UK Ltd entity covers the production site in Cardiff.

We continue to be committed to ensuring we have an inclusive environment that represents all by taking meaningful actions and steps such as:

- Regular pay fairness reviews.
- Family-friendly policies that offer significant support to parents: 26 weeks of enhanced Maternity/ Shared Parental/ Adoption Leave. 8 weeks of enhanced Paternity/Partner leave. Up to 10 days paid Dependants Leave to be used in sudden or emergency circumstances. Neonatal policy introduced to support Associates whose baby requires hospital treatment after birth.
- Fair bonus payment to associates on Family leave (Maternity, Paternity, Parental, Adoption Leave) reflecting performance and potential to achieve objectives, should they have been in work.
- Enhanced benefits offering provided by the Company to all associates. This is designed to attract and retain talent within the business, as well as being market competitive, fair, enabling flexibility of choice and improving wellbeing support, with a view to driving a culture of inclusion and belonging within the Company.
- We maintain and drive the promotion of numerous Associate Resource Groups, including the Women + Friends Europe Associate Resource Group, driven by a steering group across the Company to create a support network for our female associates in the UK and drive an inclusive culture across the business to enable women to achieve their aspirations and delivering on the pillars of The Women + Friends Europe Associate Resource Group.

- Continuing to provide training programs to enhance our core principles of inclusion and belonging for all managers during 2025 and 2026.
- Celebrating and promoting awareness days through key events, which are accessible to all associates and recognise our principles of inclusion and belonging, such as International Women’s Day.
- Regular review and assessment of representation and inclusion metrics and progress to strive for continuous improvement.
- Representation of candidates from different backgrounds, perspectives and experiences for all vacancies for all roles posted internally and externally.
- Training provided for all Hiring Managers when recruiting for roles.
- Targeted and focused training for People Leaders on completing robust performance and development objectives for their associates. This assists People Leaders in understanding developmental needs to assist in career growth for all associates, including women, as well as enabling effective succession planning within the Company to develop, sustain and retain the talent pipeline.

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 all applicants and associates. A commitment to inclusion and belonging is a key leadership competency at the Company.

Closing the overall gender pay gap involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles that tend to carry higher market rates of pay. We are taking steps to ensure that we are attracting, hiring and promoting talent from different backgrounds, perspectives and experiences throughout our system, so we can make progress towards closing any representation gaps. This is a broader challenge facing many companies in our sector, and for skilled trades occupations in general, where the overall gender pay gap resulting from fewer women in higher-paid roles is often higher than even the overall UK national average.

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.

Inclusion and belonging underpin our core values and we are dedicated to building and sustaining a truly inclusive culture.

2025 gender pay gap data:

Mean pay gap	10.1%
Median pay gap	8.6%

Mean bonus gap	14.9%
Median bonus gap	3.7%

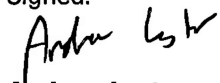
Proportion of men receiving bonus	96.2%
Proportion of women receiving bonus	97.2%

Pay quartiles	% Men	% Women
Upper quartile	80.3%	19.7%
Upper middle quartile	78.5%	21.5%
Lower middle quartile	68.6%	31.4%
Lower quartile	57.7%	42.3%

Declaration

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

Signed:



Andrew Lester

Director

On behalf of Pall Manufacturing UK Ltd