

Pall Manufacturing UK Limited

Gender Pay Gap Report 2023

Pall Manufacturing UK Ltd (the “**Company**”) is part of Pall Corporation, which is a global business whose focus is on delivering innovative advances for our customers. Pall 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. Pall 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. 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. Pall’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 our female talent, is a key priority for Pall. In relation to bonuses, in last year’s 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 to 98.8% in the 2023 report.

At Pall we continue to be committed to ensuring we have an inclusive working environment by taking meaningful steps, actions and practices to deliver on this:

- 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 Dependants Leave to be used in unexpected or emergency circumstances, designed to attract and retain female associates.
- Review of the bonus scheme for associates on certain gradings to distinguish between job attributes and job requirements to motivate, sustain and retain talent within the business.
- Regular pay equity reviews.
- Continuing Inclusion and Diversity training modules for all, including cultural awareness and inclusion training programmes for all managers during 2023 and 2024.
- Celebrating and promoting awareness days 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 to enable women to achieve their aspirations and delivering on the pillars of the Women + Friends Europe Associate Resource Group.
- A group of UK based Women + Friends Champions across the Company.
- Continuing the Pall cross functional mentoring programme in 2023 and 2024.
- Diverse representation of candidates for all vacancies for all 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 an inclusive culture with equal employment opportunities for associates. A commitment to diversity and inclusion is a key leadership objective at the Company, and we take steps to review and ensure that our associates 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 any representation gaps reflected in the pay report. 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.

2023 gender pay gap data:

Mean pay gap	11.3%
Median pay gap	8.7%

Mean bonus gap	25.3%
Median bonus gap	6.1%

Proportion of men receiving bonus	99.0%
Proportion of women receiving bonus	98.8%

Pay quartiles	% Men	% Women
Upper quartile	81.6%	18.4%
Upper middle quartile	77.8%	22.2%
Lower middle quartile	65.7%	34.3%
Lower quartile	61.5%	38.5%

Declaration

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

Signed:

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Vanessa Merefield

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