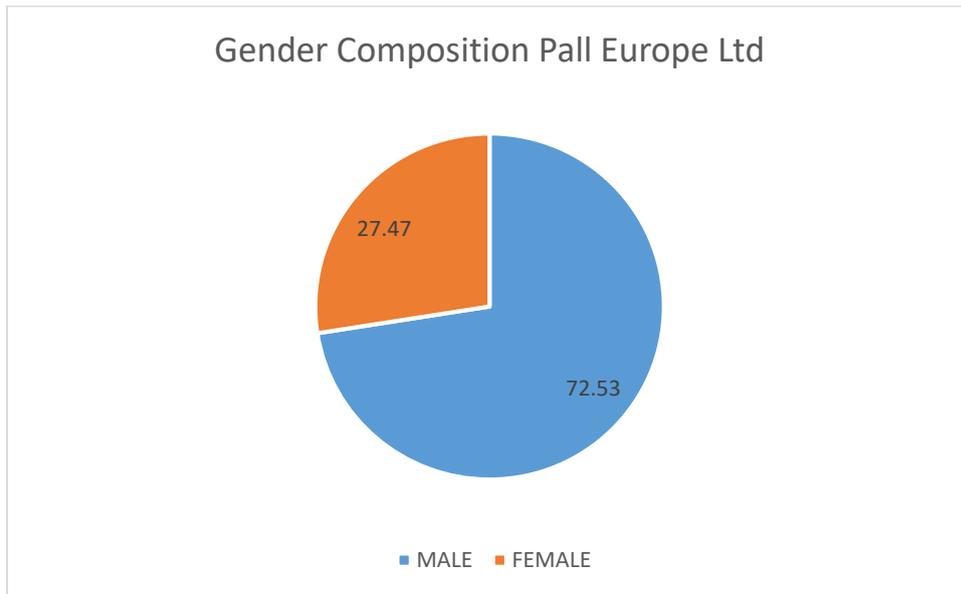


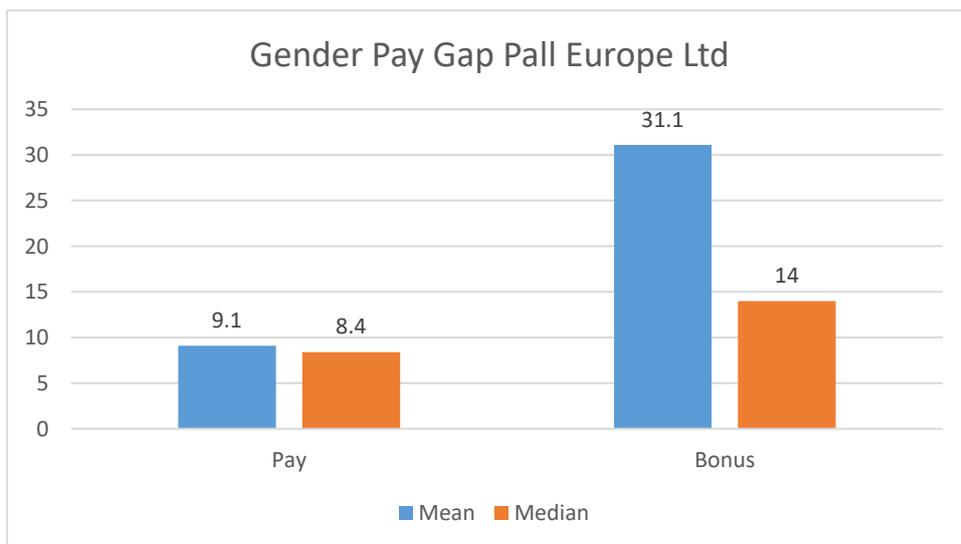
**Pall Europe Limited  
Gender Pay Gap Report 2018**

At the snapshot date of 5 April 2018, Pall Europe Limited employed 790 people in the UK. Of those 790 employees, 573 (72.53%) were male and 217 (27.47%) were female. This represents an increase of 1.45% female employees compared with 2017.



**Pay and bonus pay gap**

Pall Europe Limited's mean and median (or midpoint) gender pay gap for both base 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 2018 for pay and the 12-month reference period up to 5 April 2018 for bonus.

The calculations include pay and bonus payments for all relevant employees at Pall Europe Limited, regardless of job role or seniority.

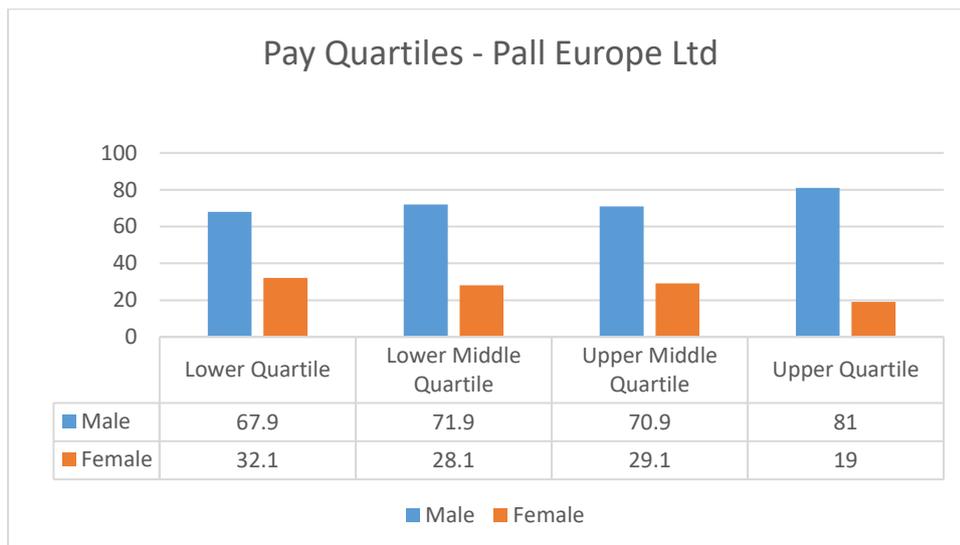
It is important to note that this is not the same thing as equal pay, which relates to remuneration for jobs with the same or similar responsibilities. We are confident that men and women at Pall Europe Limited are paid equally for doing equivalent roles.

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

96.7% of our female employees received bonus payments for the applicable reference period, compared to 94.9% of male employees for the same period. This represents an increase on 2017 applicable reference period. In 2018, Pall Europe 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):



| Quartiles 2018        | 2018 |        |
|-----------------------|------|--------|
|                       | Male | Female |
| Lower Quartile        | 67.9 | 32.1   |
| Lower Middle Quartile | 71.9 | 28.1   |
| Upper Middle Quartile | 70.9 | 29.1   |
| Upper Quartile        | 81   | 19     |

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

As part of our commitment to promoting gender equality in the workplace, we have an ongoing programme of initiatives which is designed to ensure equal pay for equal work and to support

a diverse workforce at all levels of the organization. This includes steps to encourage flexible working, increasing payment for paternity leave and encouraging the take up of shared parental leave. During 2018, Pall launched a number of diversity and inclusion initiatives, including our Associate Resource Groups, which will include a 'Women & Friends', 'African Descent & Friends' and 'LBGTQ' network groups. A Building Inclusive Leaders training programme was implemented across Pall during 2018 and a high profile diversity campaign was launched to encourage our people to bring their whole self to work and promote a more inclusive culture at Pall.

**Declaration**

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

Signed:



Tony Mason, Managing Director, Pall Europe Limited