

**Pall Europe Limited
Gender Pay Gap Report 2023**

Pall Europe Limited (the “**Company**”) is a global business that provides critical filtration, separation and purification solutions to meet the demanding needs of global industrial customers. We are committed to creating an inclusive and diverse workforce everywhere we do business, and to paying our employees fairly.

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gaps.

UK Gender Pay Report is based on information as of the snapshot date of 5 April 2023.

The gender balance of our population is the same compared to the previous year. We have made progress in reducing our median pay gap by 3.7% and increasing the proportion of female associates receiving a bonus. We also increased the proportion of female associates in our upper and upper middle pay 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.

Key ongoing initiatives:

- We have introduced a ‘Future of work policy’ to support hybrid and remote working opportunities for all.
- We continue to support associates in exploring flexible working options.
- We have enhanced our family leave policies beyond the statutory entitlement.
- We continue to offer support with backup childcare.
- We continue to ensure meaningful career conversations across the organisation so that all associates are aware of career opportunities and progression within the business.
- We have continued the cultural awareness and inclusion training programmes for all managers during 2023 and 2024.
- All managers have a development goal to support the DE&I initiatives and drive equality of opportunity and representation.
- We continue to support key events to recognise and encourage diversity and inclusion.
- We maintain and drive the promotion of the female Associate Resource Group to provide a support network for our female associates.

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. 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 and 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	16.3%
Median pay gap	7.7%

Mean bonus gap	19.3%
Median bonus gap	23.7%

Proportion of men receiving bonus	99.2%
Proportion of women receiving bonus	97.9%

Pay quartiles	%Men	%Women
Upper quartile	63.7%	36.3%
Upper middle quartile	66.5%	33.5%
Lower middle quartile	70.3%	29.7%
Lower quartile	77.1%	22.9%

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

Signed:



Tony Mason, Managing Director, Pall Europe Limited