

**Pall Europe Limited  
Gender Pay Gap Report 2024**

Pall Europe Limited (the “**Company**”) is part of Pall, which 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 workforce representing different backgrounds, experiences and perspectives everywhere we do business, and to paying our employees fairly, to ensure that we attract and retain the best talent.

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 2024.

The report should be considered in the context of a major organisational change which occurred in May 2023 meaning the headcount of Pall Europe Limited reduced significantly from just over 1,000 to 483. It is therefore difficult to present a meaningful comparison between the reporting years 2023 and 2024.

Our pay data clearly demonstrates that the Company recognises talent in its compensation and reward programs and practices. They are designed to continue to attract associates, motivate and reward performance, drive growth and support retention, and cultivate an inclusive culture. We take appropriate steps to review and ensure that our employees receive competitive and fair pay.

The Company’s key ongoing initiatives in the UK include:

- Supporting associates in exploring flexible working options.
- Providing enhanced family leave policies beyond the statutory entitlement.
- As part of our benefits provision, offering support with backup childcare.
- Providing all associates with the opportunity for meaningful career conversations across the organisation so all are aware of career opportunities and progression within the business, including actively promoting internal opportunities.
- We continue to provide appropriate cultural awareness and inclusion training programmes for all managers.
- We continue to support key events that are relevant in the UK to recognise and encourage inclusion and belonging.
- We maintain and drive the promotion of the female Associate Resource Group to provide a support network for our female associates in the UK.

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 a representation gap reflected in the pay report. This is a broader challenge facing many companies in 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 each associate has an equal opportunity to progress to senior or highly-paid positions.

2024 gender pay gap data:

Mean pay gap	1%
Median pay gap	-6.5%

Mean bonus gap	17.5%
Median bonus gap	-51.1%

Proportion of men receiving bonus	97.1%
Proportion of women receiving bonus	93.8%

Pay quartiles	%Men	%Women
Upper quartile	73.2	26.8
Upper middle quartile	86.9	13.1
Lower middle quartile	74.6	25.4
Lower quartile	73.8	26.2

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

Signed:

A handwritten signature in black ink, appearing to read "Tony Mason", written over a light blue horizontal line.

Tony Mason  
Managing Director  
Pall Europe Limited