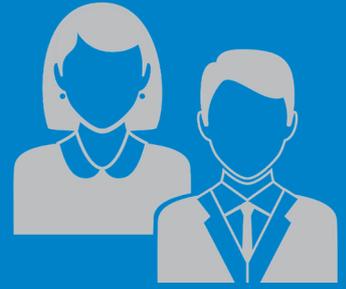


Walker Filtration Gender Pay Gap Report

Our View on Diversity

At Walker Filtration we believe that diversity is a business-critical driver for our long-term success.

To capture global growth opportunities and explore the full talent pool, we strive for increased diversity and aim for inclusion in all aspects of our business. We strongly believe that organisations with greater gender balance perform better and create more inclusive work environments. Here at Walker Filtration, having a diverse, talented and motivated workforce is key to us delivering for our customers every day.



Walker Filtration Group – April 2025

Our Organisation

Our employees are our most valuable resource. It is they who, with innovation, knowledge and commitment will continue to drive the business forward. We are committed to embracing differences in our people and to ensuring our employees can flourish, irrespective of gender. As a business we support the fair treatment and reward of all employees.

Here at Walker Filtration our values create a culture of inclusion and encourage diversity of thinking and we encourage all of our employees to live by our values in their daily work.

Gender Pay Gap Report

In line with government guidelines, this report sets out Walker Filtration's gender pay gap report, the reasons behind it and the steps that we are looking to take to close the gaps. Walker Filtration believe this is a positive move to show transparency and the differences in earnings between men and women and for us to take informed actions to close any gender pay gaps. Providing equal pay for equal work is in line with our Company values.

Difference in number of men to women employed in Walker Filtration Ltd.



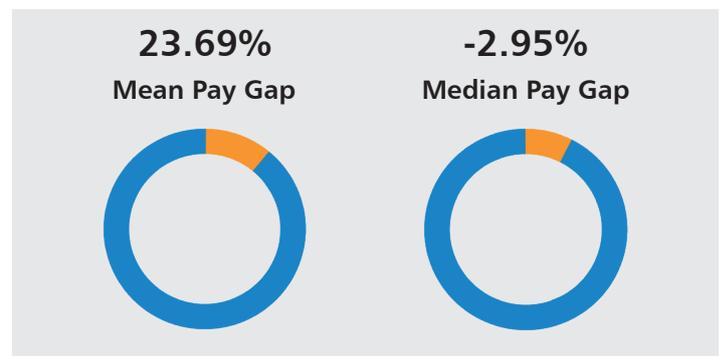
Our aim is to create a workplace that promotes and embraces the diversity of our employees as well as supporting them to achieve their own professional goals whilst adding value to our overall business performance. We have many talented colleagues, and we aim to attract greater numbers of women and other under-represented groups to Walker Filtration to ensure our workforce is reflective of the diversity in our Global customer base.

Why Gender Pay is calculated?

All organisations with more than 250 employees have to publish their gender pay gap data annually, which is published on the government website. At Walker Filtration we value everyone in the Company as an individual. However to reap the benefits of a diverse workforce it's vital to have an inclusive environment where everyone feels able to participate and achieve their potential.

Walker Filtration Gender Pay

These figures show the difference between the mean pay gap and the median pay gap for all male and female employees, regardless of their position in the business shown as a percentage.

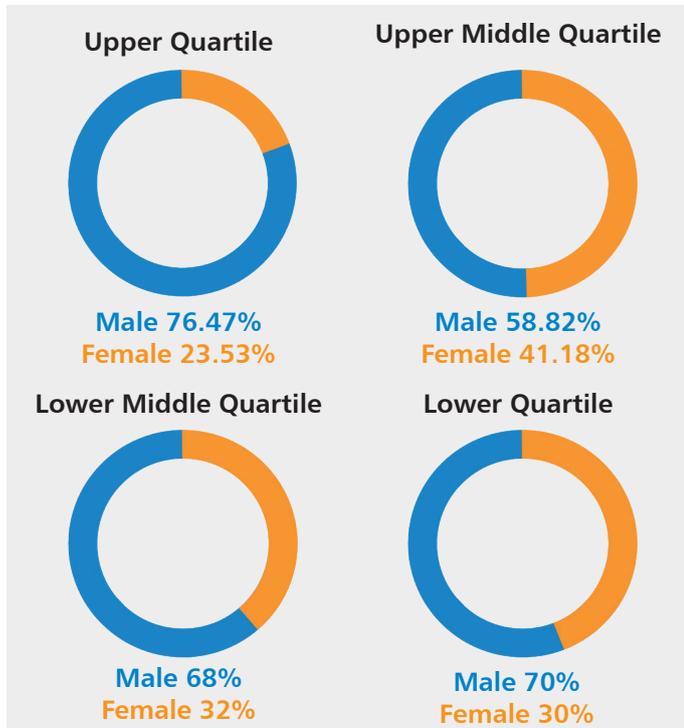


Whilst men and women are paid equally for equivalent work, we are an industrial engineering company and therefore many of the positions that we employ require engineering qualifications and knowledge.

The difference between the mean and median figures reflects the structure of our workforce. The mean pay gap is influenced by a small number of higher-paid roles that are predominantly held by men, which increases the overall average for men compared to women. However, the median pay gap shows that when comparing the middle point of pay for men and women, women earn slightly more than men. This indicates that across the majority of roles, pay is broadly balanced, and women are well represented in roles within the middle pay ranges.

Our quartile analysis shows that men are more represented in the highest pay quartile, which drives the mean gap, while women are proportionally more represented in the upper-middle quartile, contributing to the negative median gap.

Whilst we do employ some talented women in our mechanical and engineering teams, the reality of the UK labour market is that there are fewer females in the UK labour market to fill our roles that require engineering know-how. Many of our women employees are therefore recruited into the seemingly more female typical roles in our administration functions and we also employ talented females in our warehousing and production teams.

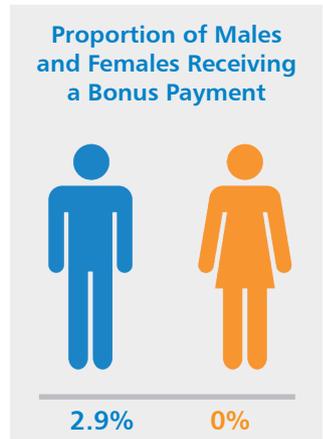


The charts above show the gender pay distribution across all UK employees based on the four pay quartiles (as 5th April 2025). These figures indicate that men are more highly represented across all pay quartiles, particularly in the upper quartile, which contains the highest-paid roles. However, women are relatively better represented in the upper-middle quartile compared to other quartiles, which helps explain why our median pay gap is slightly in favour of women. This suggests that pay for the majority of roles is broadly balanced, but the distribution of men in the highest-paid roles continues to influence the mean gap.

It is important that we are able to grow female leaders in the same positive way we grow male leaders. We ask all of our leaders to embrace their commitment in finding new ways and channels to broaden our recruitment pool and ensure we offer an inclusive culture.

Bonus gender pay gap

Diversity is one of Walker Filtration's goals for sustainable, profitable growth. Walker Filtration offers an inclusive workplace where employees are given equal opportunities, and this includes equal opportunity to participate in variable compensation programmes.



Bonus gap	Median	Mean
	100%	100%

This difference between men and women receiving bonus payment is due to the nature of the roles eligible for bonus payments within Walker Filtration. These roles are primarily in areas where men are more highly represented.

We work hard to encourage more women to join Walker Filtration and are using branding that is geared towards potential female employees. We recognise that across the industrial engineering fields it is well documented that females are underrepresented, and we recognise this will take time to change however we are committed to assisting in such change. Some of our positive actions include:

- Surpassing our 2025 goal of increasing the number of women in our workforce to 37%, achieving 38.6% this year. We remain dedicated to further progress and are committed to reaching 40% by 2030
- Annual celebration of International Women's Day and Women in Engineering Day.
- Reviewing recruitment and promotion practices to ensure equal opportunities for progression.
- We will continue to recruit early careers through our award-winning apprenticeship scheme, currently 1 in 5 of our engineering/mechanical apprentices is female and we are committed to continuing this level of diversity.



Walker Filtration's Commitment:

We are committed to providing and creating an inclusive place to work as gender diversity is key for our future and long-term success.

We can confirm that the information and data in this report is accurate as of the snapshot date 5th April 2023.