



Donaldson Filter Components Limited 2018 UK Gender Pay Gap Report

Donaldson Filter Components Limited values diversity and seeks to provide all employees with the opportunity for career and personal development. We welcome the UK gender pay reporting initiative introduced as part of the Equality Act 2010.

As required by UK legislation, this report has been produced in accordance with the Gender Pay Gap Reporting requirements which came into force on 6th April 2017.

In line with the reporting guidelines, the figures shown below have been calculated based on the hourly rate of each individual employee as defined by the requirements outlined in this legislation. Elements included within the calculation are base salary and all other relevant allowances inclusive of overtime and shift premiums.

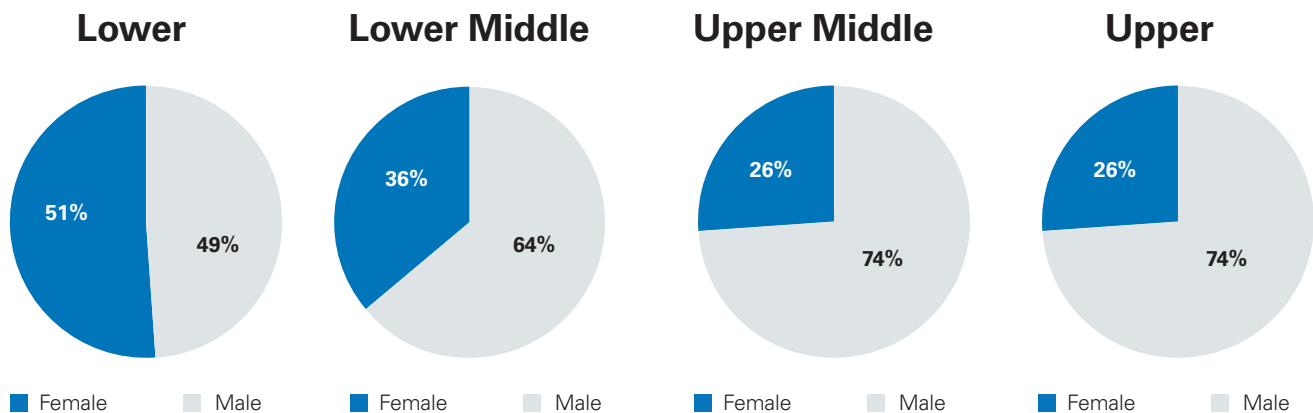
Donaldson Filter Components Limited operates in the Engineering and Manufacturing sectors, which have historically been characterized by a higher proportion of male employees.

Pay differences between men and women within Donaldson Filter Components Limited:

- Median Pay Gap across all employees: 9.13%, up from 6.7% in 2017
- Mean Gender Pay Gap across all employees: 13.25%, down from 16.16% in 2017
- UK's Average National Gender Pay Gap: 18.4%

*Source Office of National Statistics 2018

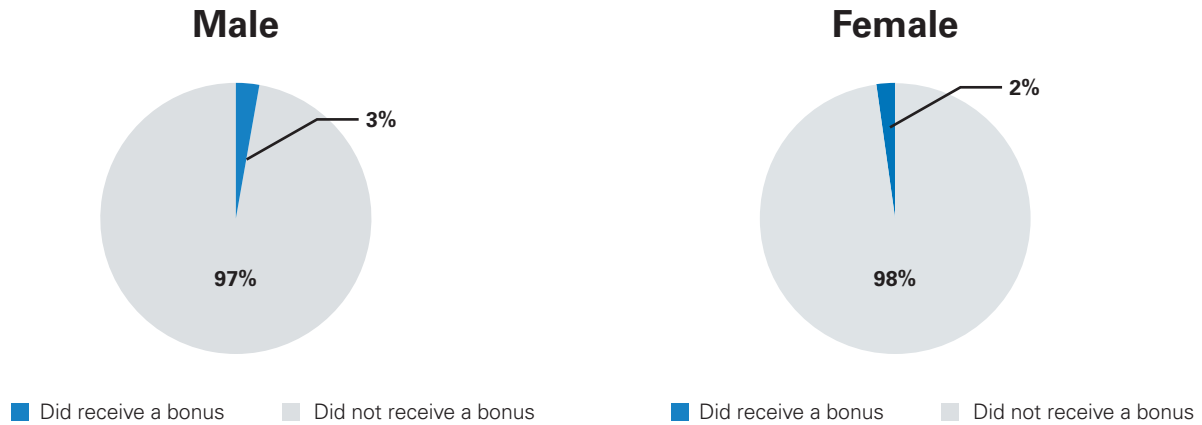
Pay Quartiles across the workforce employed by Donaldson Filter Components Limited:



Donaldson Filter Components Limited, operates within the engineering sector, employing a workforce made up of 37% female and 63% male. This has an overall impact upon the gender pay gap and the quartiles shown above. The charts above indicate the proportion of male and female employees of Donaldson Filter Components Limited across four equally-sized quartiles.

Within Donaldson Filter Components Limited, we operate grading structures and a job evaluation process to ensure all roles are consistently assessed to determine the grade and resulting pay. **We are confident that men and women are paid equally for doing equivalent jobs across the business. We review pay equity for all employees annually to ensure that men and women are paid equally for equivalent positions.**

Gender Bonus Gap Results:



100% of employees within Donaldson Filter Components Limited are eligible to join a company bonus scheme once completing the probationary period. The above charts highlight this, indicating that at the time of producing the figures 3% of males and 4% of females were within this period.

	Mean	Median
Bonus Paid	41.95%	0%

The chart above indicates the percentage difference in the bonus amounts paid between male and female employees at Donaldson Filter Components Limited. The gap derives from a higher number of males being employed in roles that attract variable bonus payments.

Within the UK, we have undertaken initiatives to help address the gender pay gap. These initiatives include: attending the WIME (Women in Manufacturing and Engineering) annual event and working with local schools and colleges to help promote careers within the engineering sector to females.

Donaldson is committed to monitor gender pay gap levels and confirm the data reported is accurate and has been produced fully in line with the guidelines and legislation.

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 26 March 2019

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 26 March 2019