

## Building a diverse workforce and creating an inclusive workplace

Gardner Denver Ltd is a UK subsidiary of Gardner Denver, Inc. Building a diverse workforce and creating an inclusive workplace are vitally important to achieving our Vision and Values.

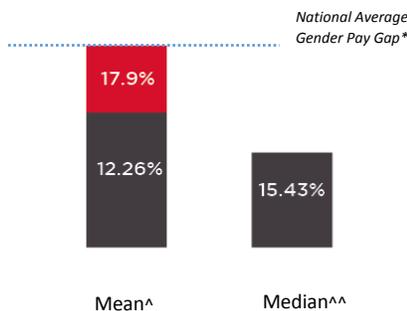
Under the UK's Gender Pay Gap regulation, we have prepared the following report on gender pay gap statistics for our UK business.



## Pay and Bonus Gap - Gardner Denver

The information and tables below are taken at the snapshot date of April 5, 2018

### Hourly Pay



**Gardner Denver is 5.6% better than UK National mean average\***

Gardner Denver mean pay gap of 12.26% has reduced in the last 12 months by 2.04%, and is better than the national average gender pay gap cited by the Office of the manufacturing sector of 17.9%\*

\*Office of National Statistics 2018

^Mean: a comparison of the average pay for a woman and the average pay for a man calculated to an hourly rate.

^^Median: a comparison of the 'middle' pay for a woman, if all pay amounts were sorted from low to high, and the 'middle' pay for a man. The median is less impacted by outlier numbers (very high or very low) than the mean figure

### Bonus Pay

**Gardner Denver pays relatively equal proportion of workforce bonuses**

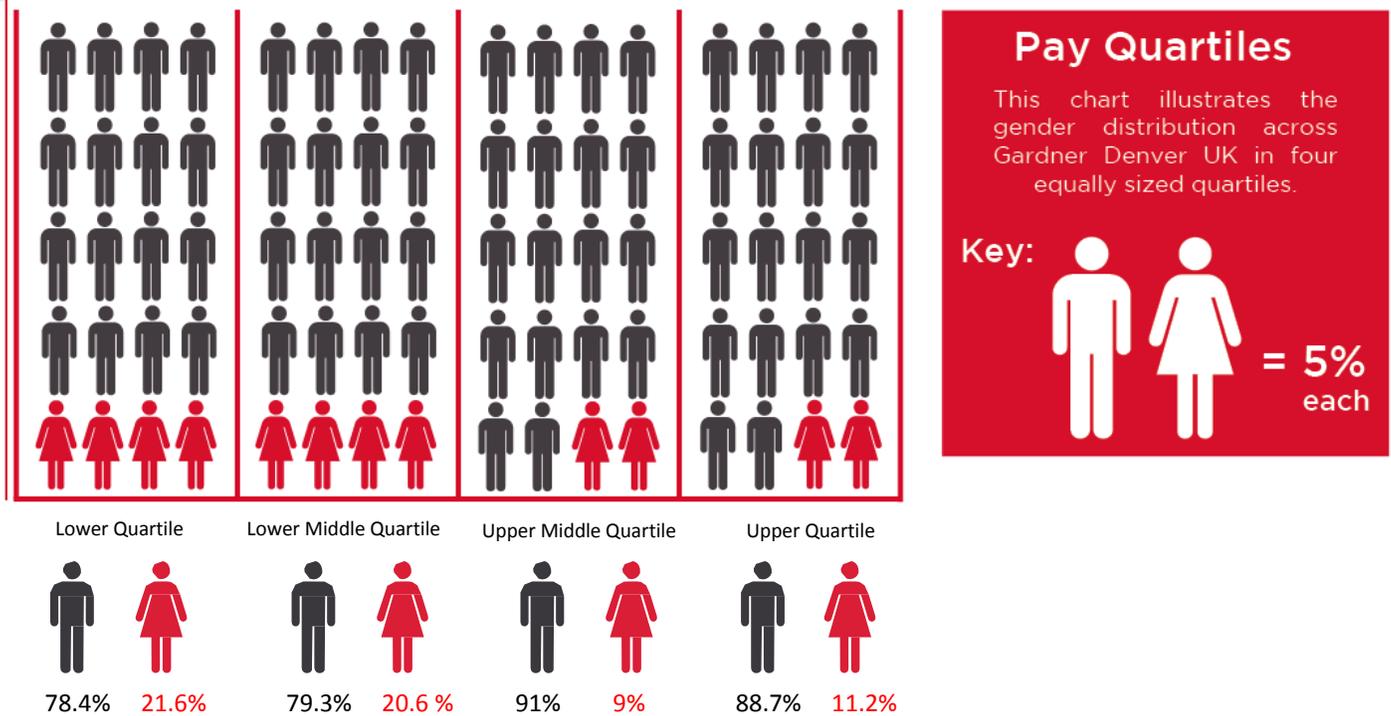
**Proportion of Workforce awarded Bonus:**

Men:	22%	received a bonus
Women:	20%	received a bonus

Average (mean) female bonus earnings are **21%** less than male bonus earnings

Middle (median) female bonus earnings are **18%** less than male bonus earnings

Bonuses are always awarded in accordance with equally applicable scheme rules. Figures calculated over the 12 month period prior to 5 April 2018



**Gardner Denver is committed to treating all members of staff equally and rewarding the skills and experience of our employees regardless of gender.**

As a business, we will ensure that we will continue to promote equality of opportunities, rewards and culture across the board. For clarity, the gender pay gap calculations will show the overall difference in average pay between all women and men. It does not measure equal pay, which relates to what women and men are paid for the same, similar, or equivalent jobs.

We confirm that the information and data provided is accurate and in line with mandatory requirements.

**Andy Schiesl, Director  
Gardner Denver LTD**

**Kim Rubottom, VP Human Resources  
Gardner Denver Inc.**