

UK Gender Pay Gap Report 2017

Overview

As of 5 April 2017 (the “Snapshot Date”), SPX FLOW, Inc., a corporation registered in the United States of America with legal subsidiaries and operations around the world (the “Company”), employed 1,032 people in the United Kingdom and 205 of these employees were women. On a consolidated basis, therefore, the Company’s workforce in the UK is approximately twenty percent (20%) women. The majority of our female employees are employed in office-based administrative and professional roles.

Under the UK Government’s Gender Pay Gap Regulation (the “Regulation”), companies registered in the UK are required to report the gender pay gap at each of their legal entities that have more than 250 employees as of the Snapshot Date. In this report, we disclose six calculations to illustrate the pay gap between men and women in our legal entities subject to the Regulation:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

Gender pay gap reporting shows the difference between the average (mean and median) earnings of men and women and is expressed as a percentage differential of men’s earnings. This is not the same as “equal pay” which is a measurement of the difference in compensation between men and women who carry out the same or similar jobs or work of equal value.

Our Legal Entities in the UK

The Company is the ultimate parent of six separate legal entities registered in the UK. Of these six companies, only two have more than 250 employees and are therefore subject to the Regulation. These two companies are Clyde Union Limited, based in Glasgow, and SPX International Limited, with primary locations in Newbury and Brixworth.

Our Commitment

We are committed to increasing the opportunities for women to join our organization. Starting with our senior leadership, and effective from July 2018, we require every professional level job

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opening to have at least one diverse candidate and we are working with our human resource partners to encourage applications from women. During 2017, thirty-five (35) new employees were hired by our six UK business, and over fifty percent (50%) of these employees were women. Sixteen (16) of the eighteen (18) new female hires were appointed to roles in our Shared Service Centre, which is not one of the two legal entities about whom we will report.

Our Bonus Plans

During the 2017 fiscal year, all of our employees in the UK were eligible to participate in a performance-based bonus programme. However, the manufacturing and engineering markets in which our businesses participate have experienced cyclical downturns over the previous three to four years and therefore the financial performance of the business did not qualify the majority of our employees for bonus payments. The exceptions were (1) certain individuals who participated in the Sales Incentive Plan, an individualized programme dependent upon securing customer orders, and (2) certain local plans which were subject to operational performance metrics within particular facilities. Other than the Sales Incentive Plan our bonus programmes are based entirely on business performance metrics rather than individual performance measures. In accordance with the Regulation, we have included all bonus payments made during the 12-month period prior to the Snapshot Date for the purpose of this report (the "Bonus Measurement Period"). We have also included service awards in our bonus data.

Clyde Union Limited

Clyde Union Limited participates in the manufacturing and engineering markets, industries that historically have low percentages of female employees. As of the Snapshot Date, Clyde Union Limited had 314 employees, 33 of whom were women. Women comprise ten and one-half percent (10.5%) of the workforce for this company, which is lower than SPX FLOW's overall percentage of approximately twenty percent (20%) in the UK.

All of the manufacturing roles in Clyde Union Limited (typically fitters, machinists and assemblers) are held by men and these roles typically have spot pay rates. Women employed by Clyde Union Limited tend to have a slightly higher average pay than men (as demonstrated in the mean and median pay differentials). The proportion of women in the top and bottom quartiles is similar.

At the start of the Bonus Measurement Period, only management and sales personnel were eligible to participate in performance-based bonus programmes at Clyde Union Limited. The company launched a new local bonus plan in January 2017 in which the remaining employees were eligible. As of today, all of the employees of Clyde Union Limited are eligible for a performance-based bonus programme. However, the company did not make payments under the management bonus programme during the Bonus Measurement Period due to the financial

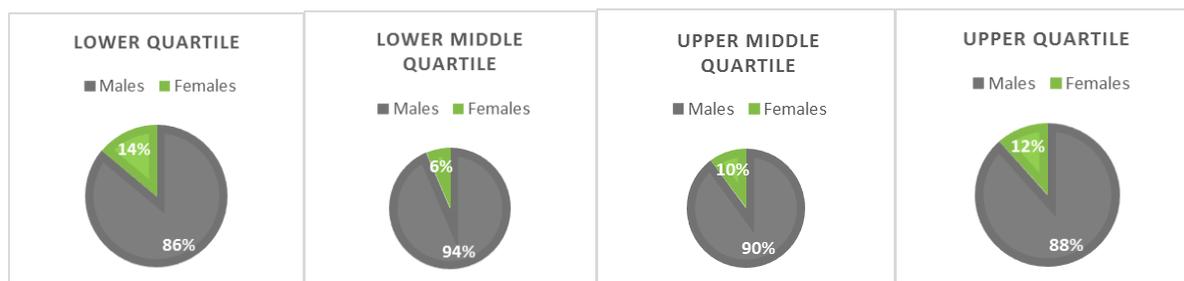
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performance of the business. The new local bonus programme also did not pay a bonus within its initial period up to the Snapshot Date. The employees who received bonuses during this period were all participants in the Sales Incentive Plan and there are no women in Clyde Union Limited in the type of commercial roles that participate in that plan.

Pay and Bonus differential between men and women at 5th April 2017		
	Mean	Median
Hourly Pay	-1.0%	-1.8%
Bonus	100%	100%

Employees receiving a bonus payment (in the 12 months preceding 5th April 2017)	
Men	9.6%
Women	0%

Pay quartiles across Clyde Union Limited employees:



As noted above, there are no women in manufacturing roles. Women in the Lower Quartiles tend to be employed in administrative and junior professional roles whereas women in the Upper Quartiles hold senior professional and managerial roles. Whilst we are committed to increasing the number of women at all levels, business restructuring and low levels of natural attrition have limited our ability to expand the workforce for this entity. It also remains challenging to attract women into manufacturing roles.

SPX International Limited

SPX International Limited also participates in the manufacturing and engineering markets, industries that historically have low percentages of female employees. As of the Snapshot Date, SPX International Limited had 265 employees, 40 of whom were women. Women comprise fifteen percent (15%) of the workforce for that company, which is lower than SPX FLOW's overall percentage of approximately twenty percent (20%) in the UK.

The majority, but not all, of the manufacturing roles (e.g. machinists, fitters, and assemblers) are held by men. SPX International Limited has a higher percentage of women working within the

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lower half of its Pay Quartiles than the higher Quartiles. This is due to the higher number of women in administrative and junior professional level roles compared to the number of women holding senior level professional and management roles. On average (mean and median calculations) men typically receive 12% higher Hourly Pay than women. This is attributable, to some extent, to the greater number of men in senior roles in this entity.

During the Bonus Measurement Period, all employees of SPX International Limited participated in a performance-based bonus programme. These included a management bonus programme, Sales Incentive Plan and local manufacturing plans. A small number of women in SPX International Limited hold commercial roles that are included in the Sales Incentive Plan. Due to business performance, however, only some of the eligible employees received a bonus payment during this period.

Pay and Bonus differential between men and women at 5th April 2017		
	Mean	Median
Hourly Pay	12.4%	12.5%
Bonus	-18.2%	4.8%

Employees receiving a bonus payment (in the 12 months preceding 5th April 2017)	
Men	53.3%
Women	42.5%

Pay quartiles across SPX International Limited employees:



We encourage applications from women for our apprenticeship programmes. We are committed to reviewing opportunities to open apprentice positions within other functions outside of manufacturing disciplines. We also encourage internal and external applications from women to open senior professional and managerial positions.

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SPX FLOW Inc. is committed to creating a high performance, inclusive workplace that engages employees and creates rewarding career paths for all.

I can confirm that the data contained in this report is accurate and calculated in accordance with the legislative requirements for the Snapshot Date of 5th April 2017.

Belinda Hyde
VP, Chief Human Resources Officer