

Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting- 2025

In accordance with the requirements of Gender Pay Gap Information Regulations, Norcross Group (Holdings) Limited provides the following information for the “snapshot date” of 5 April 2025:

Difference in the mean average hourly rate	(male: female)	21.2%
Difference in the median average hourly rate	(male: female)	16.4%
Difference in the mean bonus pay	(male: female)	36.3%
Difference in the median bonus pay	(male: female)	-80%
Proportion of males who receive bonus pay		76.8%
Proportion of females who receive bonus pay		81.0%

Proportions of male and female full-pay employees in different pay bands:

Quartile	Band Width	% Male	% Female
Lower	(0% - 25%)	43.2%	56.8%
Lower Middle	(26% - 50%)	48.6%	51.4%
Upper Middle	(51% - 75%)	60.2%	39.8%
Upper	(76% - 100%)	66.1%	33.9%



Richard H. Collins
 Director on behalf of Norcross Group (Holdings) Limited
 who confirms that this information is accurate