

# Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting- 2021

---

In accordance with the requirements of Gender Pay Gap Information Regulations, Norcros Group (Holdings) Limited provides the following information for the “snapshot date” of 5 April 2021:

Difference in the mean average hourly rate	(male:female)	21.9%
Difference in the median average hourly rate	(male:female)	18.2%
Difference in the mean bonus pay	(male:female)	67.2%
Difference in the median bonus pay	(male:female)	53.1%
Proportion of males who receive bonus pay		21.8%
Proportion of females who receive bonus pay		44.3%

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

<b>Quartile</b>	<b>Band Width</b>	<b>% Male</b>	<b>% Female</b>
Lower	(0% - 25%)	46.6%	53.4%
Lower Middle	(26% - 50%)	61.6%	38.4%
Upper Middle	(51% - 75%)	67.6%	32.4%
Upper	(76% - 100%)	72.6%	27.4%



.....

Richard H. Collins

Director on behalf of Norcros Group (Holdings) Limited

who confirms that this information is accurate