



## Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting- 2022

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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 2022:

Difference in the mean average hourly rate	(male:female)	22.0%
Difference in the median average hourly rate	(male:female)	14.9%
Difference in the mean bonus pay	(male:female)	68.0%
Difference in the median bonus pay	(male:female)	36.8%
Proportion of males who receive bonus pay		32.5%
Proportion of females who receive bonus pay		54.4%

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

Quartile	Band Width	% Male	% Female
Lower	(0% - 25%)	49.5%	50.5%
Lower Middle	(26% - 50%)	60.0%	40.0%
Upper Middle	(51% - 75%)	67.7%	32.3%
Upper	(76% - 100%)	71.4%	28.6%

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Richard H. Collins

Director on behalf of Norcross Group (Holdings) Limited

who confirms that this information is accurate