



## Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting- 2023

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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 2023:

Difference in the mean average hourly rate	(male:female)	11.8%
Difference in the median average hourly rate	(male:female)	4.6%
Difference in the mean bonus pay	(male:female)	55.8%
Difference in the median bonus pay	(male:female)	35.7%
Proportion of males who receive bonus pay		29.9%
Proportion of females who receive bonus pay		52.3%

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

Quartile	Band Width	% Male	% Female
Lower	(0% - 25%)	72.5%	27.5%
Lower Middle	(26% - 50%)	50.4%	49.6%
Upper Middle	(51% - 75%)	63.2%	36.8%
Upper	(76% - 100%)	69.4%	30.6%

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Richard H. Collins

Director on behalf of Norcross Group (Holdings) Limited

who confirms that this information is accurate