

# Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting- 2018

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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 2018:

Difference in the mean average hourly rate	21.8%
Difference in the median average hourly rate	21.4%
Difference in the mean bonus pay	47.0%
Difference in the median bonus pay	82.0%
Proportion of males who receive bonus pay	31.0%
Proportion of females who receive bonus pay	24.1%

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%)	50.6%	49.4%
Lower Middle	(26% - 50%)	55.4%	44.6%
Upper Middle	(51% - 75%)	72.1%	27.9%
Upper	(76% - 100%)	76.2%	23.8%



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Richard H. Collins

Director on behalf of Norcros Group (Holdings) Limited

who confirms that this information is accurate