

# Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting- 2020

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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 2020:

Difference in the mean average hourly rate	(male:female)	8.8%
Difference in the median average hourly rate	(male:female)	(10.4)%
Difference in the mean bonus pay	(male:female)	73.7%
Difference in the median bonus pay	(male:female)	68.6%
Proportion of males who receive bonus pay		17.6%
Proportion of females who receive bonus pay		15.8%

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%)	80.0%	20.0%
Lower Middle	(26% - 50%)	85.8%	14.2%
Upper Middle	(51% - 75%)	67.9%	32.1%
Upper	(76% - 100%)	78.3%	21.7%



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Richard H. Collins

Director on behalf of Norcros Group (Holdings) Limited

who confirms that this information is accurate