

Norcros Group (Holdings) Limited – Gender Pay Gap Reporting – 2017

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 2017:

Difference in the mean average hourly rate of pay:	20.2%
Difference in the median average hourly rate of pay:	20.5%
Difference in the mean average bonus pay:	53.5%
Difference in the median average bonus pay:	73.0%
Proportion of males who receive bonus pay:	32.3%
Proportion of females who receive bonus pay:	31.7%

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

Quartile	Band Width	% Male	% Female
Lower	(0% - 25%)	55.1%	44.9%
Lower Middle	(26% - 50%)	58.7%	41.3%
Upper Middle	(51% - 75%)	74.4%	25.6%
Upper	(76% - 100%)	78.7%	21.3%



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Richard H. Collins

Director on behalf of Norcros Group (Holdings) Limited

who confirms that this information is accurate