

# Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting- 2019

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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 2019:

Difference in the mean average hourly rate	19.8%
Difference in the median average hourly rate	10.8%
Difference in the mean bonus pay	77.6%
Difference in the median bonus pay	92.7%
Proportion of males who receive bonus pay	34.2%
Proportion of females who receive bonus pay	57.2%

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%)	63.4%	36.6%
Lower Middle	(26% - 50%)	46.4%	53.6%
Upper Middle	(51% - 75%)	71.1%	28.9%
Upper	(76% - 100%)	74.5%	25.5%



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Richard H. Collins

Director on behalf of Norcros Group (Holdings) Limited

who confirms that this information is accurate