

Norcros Group (Holdings) Ltd – Gender Pay Gap Reporting - 2024

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 2024:

Difference in the mean average hourly rate	(male: female)	9.5%
Difference in the median average hourly rate	(male: female)	3.2%
Difference in the mean bonus pay	(male: female)	54.6%
Difference in the median bonus pay	(male: female)	-126%
Proportion of males who receive bonus pay		50.7%
Proportion of females who receive bonus pay		61.6%

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

Quartile	Band Width	% Male	% Female
Lower	(0% - 25%)	73.6%	26.4%
Lower Middle	(26% - 50%)	49.2%	50.8%
Upper Middle	(51% - 75%)	63.0%	37.0%
Upper	(76% - 100%)	68.6%	31.4%



Richard H. Collins
 Director on behalf of Norcross Group (Holdings) Limited
 who confirms that this information is accurate