

Cross Manufacturing Co (1938) Ltd – Gender Pay Gap Information

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data as at 5th April 2018.

Hourly Rate – Women’s hourly rate is

26.8%	12.8%
Lower	Lower
(mean)	(median)

Bonus Pay – Women’s bonus pay is

35.1%	17.1%
Lower	Lower
(mean)	(median)

Proportion of Men and Women who receive bonus pay

99%	100%
Men	Women

Male and Female Employees by Pay Quartile

Percentage of Men and Women in each quarter of the employer’s payroll

Top Quartile

86.9%	13.1%
Men	Women

Upper Middle Quartile

90.4%	9.6%
Men	Women

Lower Middle Quartile

73.8%	26.2%
Men	Women

Bottom Quartile

54.9%	45.1%
Men	Women

Cross Manufacturing's gender pay gap data reflects the greater number of men in senior positions within the company. The company has a very low rate of staff turnover and the more senior members of staff tend to have worked for the company for many years ago.