

GENDER PAY GAP INFORMATION



Last updated October 2019

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 (mean)	Lower (median)

Bonus Pay

Women's bonus pay is:

35.1%	17.1%
Lower (mean)	Lower (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.



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