

GENDER PAY GAP INFORMATION



Last updated January 2026

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 31st March 2025.

Hourly rate

Women's hourly rate is:

19.5%	9.6%
Lower (mean)	Lower (median)

Bonus Pay

Women's bonus pay is:

47.6%	15.1%
Lower (mean)	Lower (median)

Proportion of Men and Women who receive bonus pay:

95.9% Men	96.2% Women
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Male and Female Employees by Pay Quartile

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

Top Quartile

84.3% Men	15.7% Women
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Upper Middle Quartile

86.4% Men	13.6% Women
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Lower Middle Quartile

71.4% Men	28.6% Women
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Bottom Quartile

59.1% Men	40.9% Women
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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 staff turnover rate and the more senior members of staff tend to have worked for the company for many years.

