

GENDER PAY REPORT

At Sigma our people come from diverse backgrounds and cultures and our company values promote the development of all staff, regardless of gender.

We are confident that we pay men and women the same for carrying out the same roles and we are confident, through our review process, that we are advancing colleagues without reference to gender.

There are significantly less FPRE included in the data due to the data set being taken at the height of COVID-19 absences.

Company Demographic



0,53%
Male



0,47%
Female

Gender Pay and Bonus Gaps

	Mean	Median
Pay Gap	33.1%	11.1%
Bonus Gap	35.4%	35.9%

The key driver for Sigma's gender pay gap is the lower proportion of females in senior management roles, particularly executive positions.

However, with the recent appointment of Jo Regan-Isles as Chief People Officer and additional senior leadership roles being filled by females, the gap is continuing to reduce.

The gap has been enhanced for this reporting period as the data for hourly pay is based on only 1/3 of the actual workforce being included as FPRE's. This is due to the data being taken from April 2020 when absence rates due to COVID-19 were at their highest. Lower paid staff are deducted for absences whereas management and support staff are not, meaning that a large part of the FPRE group are higher paid staff and are increasing the average pay.

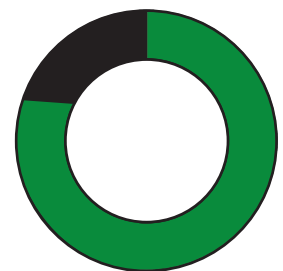
Proportion of employees receiving a bonus in 2019/20

Male



79% Receiving a bonus
21% Not receiving a bonus

Female

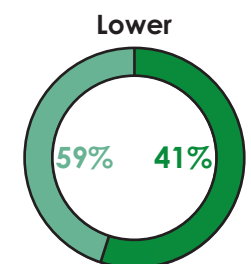
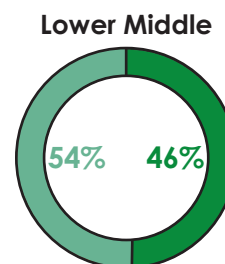
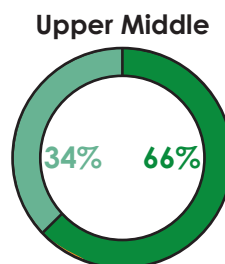
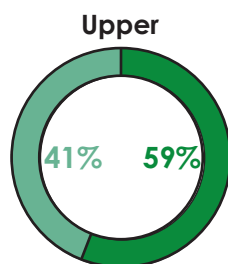


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Pay Quartiles

Population of males and females in each pay quartile.

Each quartile contains 41 employees.



MALE ■ FEMALE ■

Plans for the future

Sigma is committed to helping our colleagues achieve their potential throughout their career and we are already focussed on actively supporting the professional development of our talent, regardless of gender. We recognise that any gender pay gap is disappointing, and we are determined to reduce our gender pay gap. We are reviewing our approach to retention and development with a view to closing the gaps over time.

I can confirm the gender pay gap data to be accurate.



Gary Gilburd, CEO | 29 March 2021