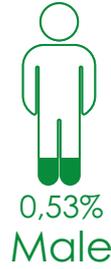


# GENDER PAY REPORT

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.

## Company Demographic

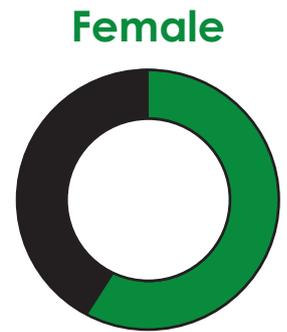


Gender Pay and Bonus Gaps		
	Mean	Median
Pay Gap	15.4%	0.0%
Bonus Gap	-0.1%	-23.7%

## Proportion of employees receiving a bonus in 2018/19

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

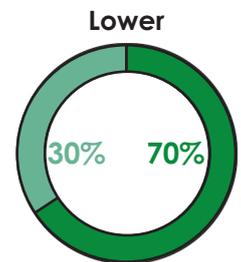
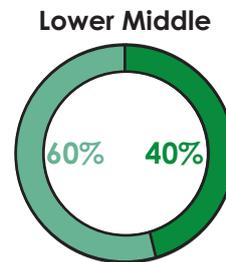
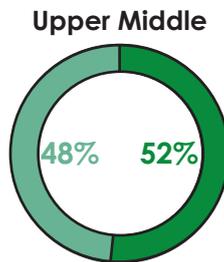
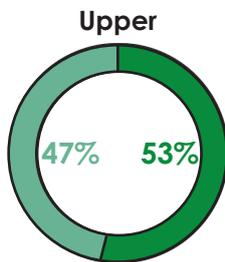
The bonus gap is due to two females in a senior management position earning high bonuses due to the nature of the role. The Bonus Gap is evenly balanced for direct staff working in similar roles in the contact centre. Most support staff were not eligible for a bonus.



## Pay Quartiles

Population of males and females in each pay quartile.

Each quartile contains 60/61 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 2020