

GENDER PAY REPORT

At Sigma Connected, 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.

Our female:male colleague ratio has changed in the last 12 months, with 53% of our current workforce being female.

Company Demographic



Gender Pay and Bonus Gaps

	Mean	Median
Pay Gap	21,8%	0,0%
Bonus Gap	61,1%	37,0%

We are delighted that our gender pay gap has closed further since our last report. This is due to us employing and promoting more females in to middle-management positions, with quartile two female representation increasing from 34% to 56%. We have also added two females to our Senior Management Team in the UK since the last reporting period.

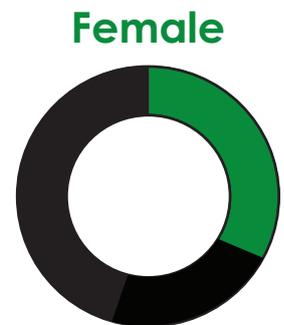
The key driver for the remaining gap is the lower proportion of females in senior management roles in the UK. This is also demonstrated in the bonus gap, where bonuses paid are on average a higher value.

The change in % of employees not receiving a bonus in comparison to our last report is largely due to the considerably higher FRPE's included in this reporting period.

Proportion of employees receiving a bonus in 2020/21



41% Receiving a bonus
59% Not receiving a bonus

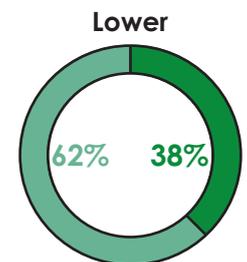
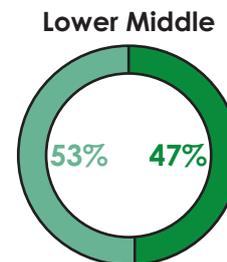
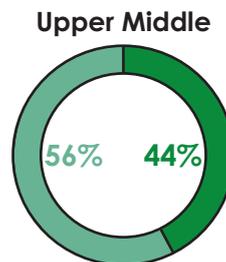
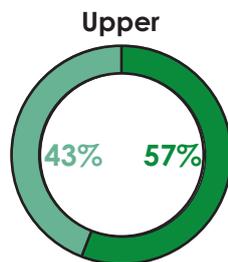


37% Receiving a bonus
63% Not receiving a bonus

Pay Quartiles

Population of males and females in each pay quartile.

Each quartile contains 180 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. Our Sigma Woman programme continues to develop, celebrating some of the outstanding females we are lucky to have as part of our Sigma family. We are also in the process of introducing an overarching diversity & inclusion programme, 'One Me, One Sigma - Definitions Not Applicable'. In each of the regions we operate in, our DNA committees will support in our ongoing efforts to ensure that Sigma Connected remains a diverse, inclusive and welcoming employer where everyone has a sense of belonging. We continue to review and improve our approach to retention, development and recruitment with a view to further closing the remaining pay gap.

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



Gary Gilburd, CEO | 4 April 2022