



UK Gender Pay Gap Report

SIG plc 2023

Introduction

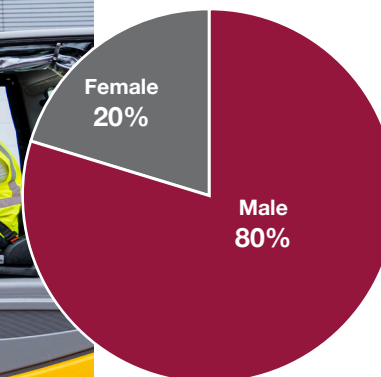
At SIG plc, we are committed to developing a working environment that is fair and inclusive, so employees can feel safe, proud, valued and enabled to make meaningful contributions to the business.

The construction sector as a whole typically attracts and employs more male employees, and we are no different in this respect, with men making up around 80% of our UK workforce (as at April 2023). However, we believe that job opportunities are for everyone, regardless of gender. Although we know it will take time for SIG, and the industry more widely, to change the shape of gender representation in our workforce, we are pleased with the progress we're making on this journey.

Our gender pay gap results are set out for both SIG Trading Ltd (which we are legally required to report) and for SIG plc employees as a whole within the UK (i.e. including employing entities with less than 250 employees).



The gender balance for SIG UK



What is the gender pay gap?

Gender pay gap and equal pay

The terms 'gender pay gap' and 'equal pay' are often used interchangeably but have different meanings:

- **Gender pay gap:** This is the difference between the overall pay for all women and all men in an organisation, across all roles and seniority levels.
- **Equal pay:** The Equal Pay principle, set out in the Equality Act 2010, is that men and women performing equal work must receive equal pay, unless there is a material reason (not linked to gender) that justifies a difference.

Mean and median (used for pay and bonus)

- **Mean** is the average pay value (calculated by adding together all pay/bonus values and dividing by the number of employees).
- **Median** is the middle pay value if you lined up the pay/bonus values from high to low (or vice versa).

Proportion receiving a bonus

- The percentage of employees of each gender who received any amount of bonus pay.

Proportion in each pay quartile

- Similar to the median, the pay values are lined up from the highest to the lowest paid and then split into four equal parts (quartiles).

The Pay Gap Explained

The mean pay gap is 1.6% (vs. -1.0% in 2022), meaning for the first time since 2018 SIG's average hourly rate for male employees is higher than that of females. However, the gap continues to compare very favourably to the national figure of 14.3% (ONS 2023).

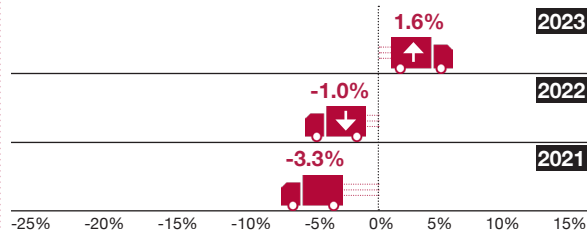
In contrast, the median pay gap remains negative (in favour of females) at -7.3% (vs. -13.8% in 2022), although the gap has narrowed.

The movement in our pay gap in 2023 is representative of the action taken during the reporting period (April 2022 to April 2023) to address pay levels for its low-paid, manual roles, which are predominantly occupied by males. As part of the 2023 annual pay review, a significant number of males received percentage pay awards of up 11.4% as SIG acted on its commitment to an above National Living Wage minimum pay rate.

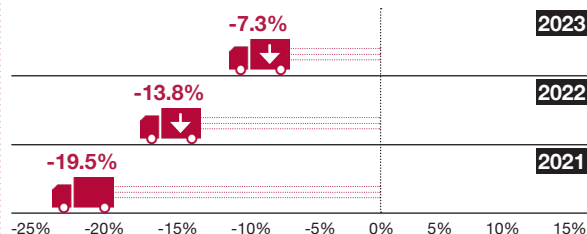
Note: In 2022 the figures reported for SIG Trading Ltd were incorrect as these included data of employees in our Building Solutions business, which should have only been included in our SIG plc UK view. As the Building Solutions business has a very small employee population comparative to SIG Trading Ltd, the difference in the figures was immaterial to the 2022 report. However, the correct 2022 figures for SIG Trading Ltd are reported here alongside our 2023 figures for transparency.

Pay (SIG Trading Ltd)

Mean Pay Gap



Median Pay Gap

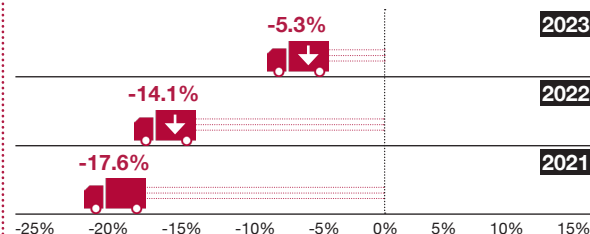
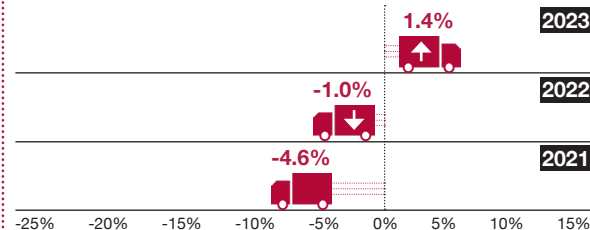


Pay Quartiles

	2023
76.9% Upper	23.1%
77.3% Upper Middle	22.7%
80.8% Lower Middle	19.2%
82.9% Lower	17.1%

♂ Male ♀ Female

Pay (SIG plc UK)



	2023
76.9% Upper	23.1%
78.0% Upper Middle	22.0%
81.2% Lower Middle	18.8%
81.1% Lower	18.9%

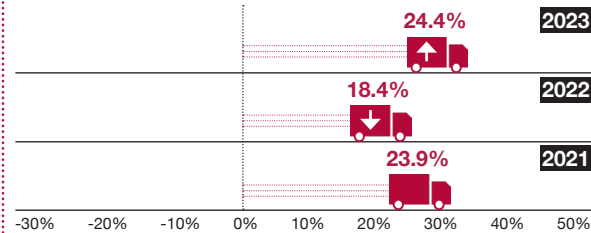
The Bonus Gap Explained

The mean bonus gap increased to 24.4% from 18.4% (2022), which is largely due to the performance of the branch incentive scheme, in which some branches outperformed, delivering higher pay-outs to a predominantly male population in branch management roles.

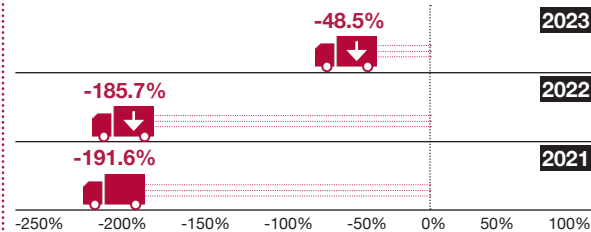
In contrast, the median bonus gap remains negative (in favour of females) but has closed significantly in 2023 to -48.5% from -185.7% (2022). The closing of the gap has been influenced by the increase in females in the Lower Quartile, meaning more females were able to earn a lower level bonus, which was previously predominately earned by male employees.

Pay (SIG Trading Ltd)

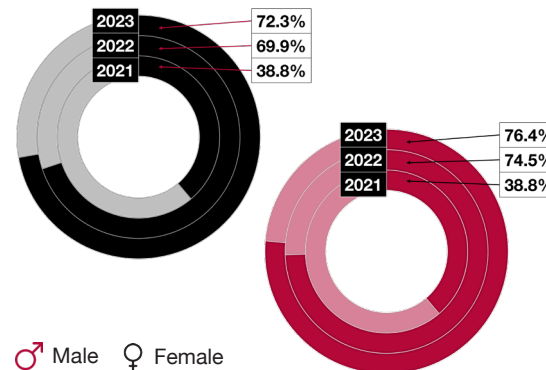
Mean Bonus Gap



Median Bonus Gap

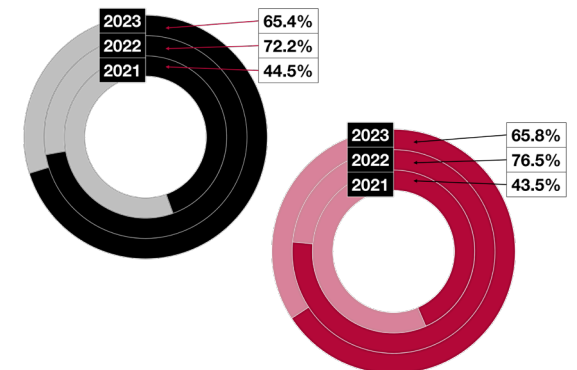
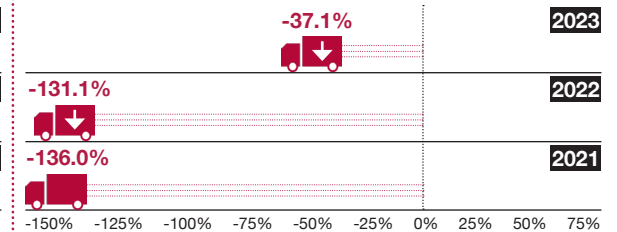
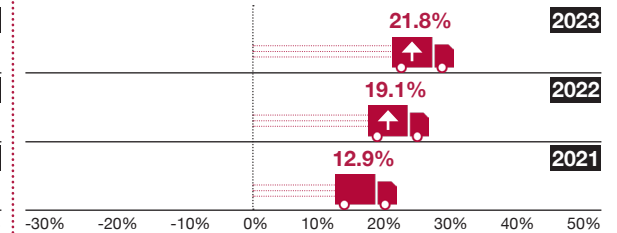


Proportion Receiving Bonus



♂ Male ♀ Female

Pay (SIG plc UK)



Continuing The Journey



What more is SIG doing to build an inclusive workplace?

Over the past year we've made good progress on our plans to further address the gender imbalance across the SIG Group and create a more inclusive organisation. Specifically for the UK, this has included:

- Launching the SIG UK DE&I Forum, which consists of employees from various roles across our UK business and is designed to help guide our DE&I commitments, by encouraging open discussion and collaboration with our employees.
- Shining the spotlight on career progression of our female operational leaders as role models and inspiration for newer female colleagues.
- Introducing 'Menopause Champions', who were trained by external partner 'Henpicked' and now provide a listening ear and signposting to guidance and support for all our colleagues.
- Launching an apprenticeship programme to create a talent pipeline of employees from more diverse backgrounds. Of the first cohort who joined us in September 2023, 38% were female.
- Becoming a strategic partner of the Construction Inclusion Coalition, alongside industry partners, to improve DE&I in our sector.
- In the year ahead we'll continue on our journey, embedding the initiatives already launched and developing further plans to build a more inclusive workplace for all.



Executive Statement



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At SIG, we are committed to building a working environment that is fair and inclusive for all. I am pleased with the progress we're making on our plans to address the gender imbalance in our workforce and that our gender pay gap remains well below the national average.

Julie Armstrong
Chief People Officer

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I confirm that the information contained within this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.