



UK Gender Pay Gap Report



SIG plc 2024

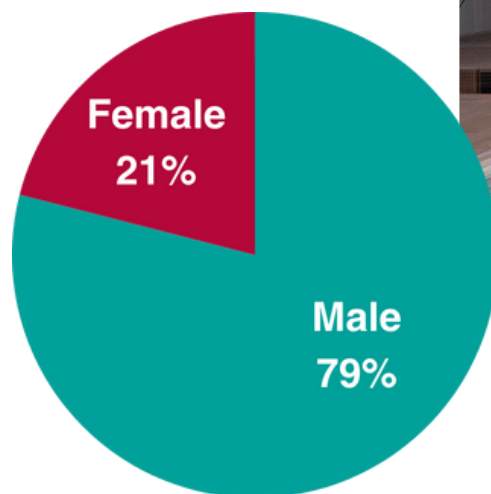
Introduction

As part of our ambition to be an employer of choice in the building materials distribution sector, our vision is to maintain a working environment that is fair and inclusive, so employees can feel safe, proud and valued, and empowered to make individual and valuable contributions to our business.

The construction sector as a whole typically attracts and employs more male employees, with c. 85% of roles occupied by men (Women in Construction, 2024). We are no different in this respect, although we fare favourably against our industry with men making up around 79% of our UK workforce (as at April 2024). Addressing the issue of gender representation across an organisation, and more widely across our industry, takes time. However, we remain committed to staying focused on this and continuously improving where we can.

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

The gender balance at SIG



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 8.2% (vs. 1.6% in 2023), meaning SIG's average hourly rate for male employees remains higher than that of females. However, the gap continues to compare very favourably to the national figure of 13.1% (ONS 2024).

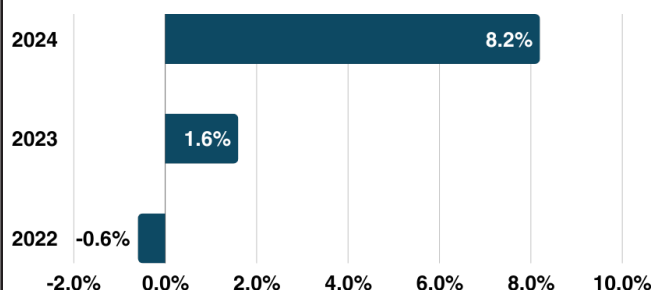
In contrast, the median pay gap remains negative (in favour of females) at -5.5% (vs. -7.3% in 2023), although the gap has continued to narrow.

The movement in our pay gap in 2024 is driven by two key factors. First, the action we've taken to address pay levels for our low-paid, manual roles, which are predominantly occupied by males. As part of the 2024 annual pay review, a significant number of males received percentage pay awards of up to 9.4%, as SIG acted on its commitment to an above National Living Wage minimum pay rate.

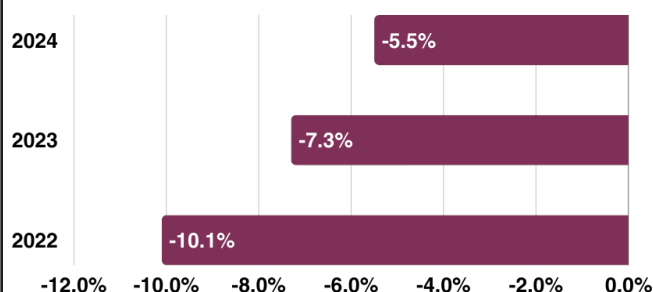
However, the biggest impact has been the vesting of share awards granted under the 2020 SIG plc Restricted Share Plan (RSP) in April 2024. These awards were predominantly received by men in the UK and therefore this resulted in an increase in both the mean and median pay gaps. As future share awards will vest at a similar time of year, we are not anticipating significant year-on-year spikes in the pay gap like we have seen in 2024.

Pay (SIG Trading Ltd)

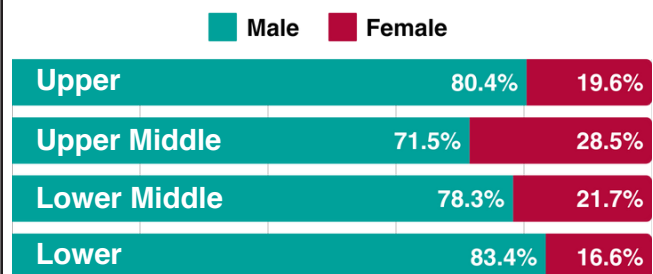
Mean Pay Gap



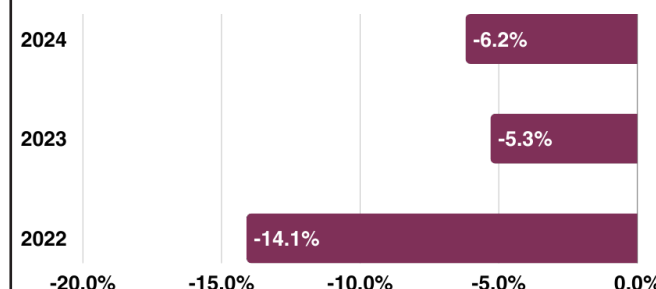
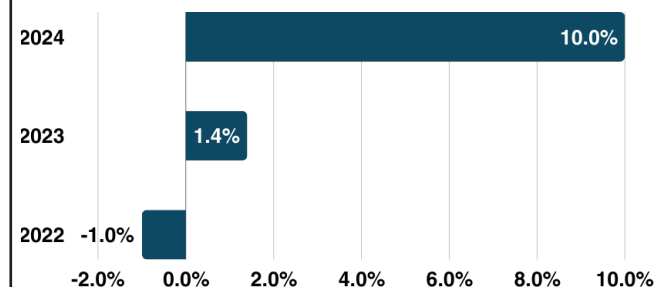
Median Pay Gap



Pay Quartiles



Pay (SIG plc UK)



The Bonus Gap Explained

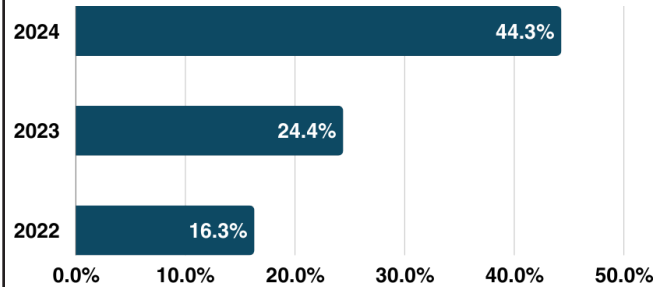
The mean bonus gap increased to 44.3% from 24.4% (2023), remaining in favour of men. In contrast, the median bonus gap is 7.0% vs -48.5% in 2023, meaning that for the first time since 2019 the gap has moved to positive in favour of males.

The changes to both bonus gap metrics were largely again driven by the vesting of the RSP awards in April 2024.

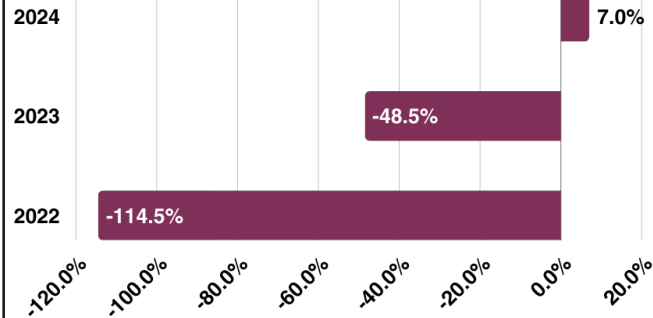


Pay (SIG Trading Ltd)

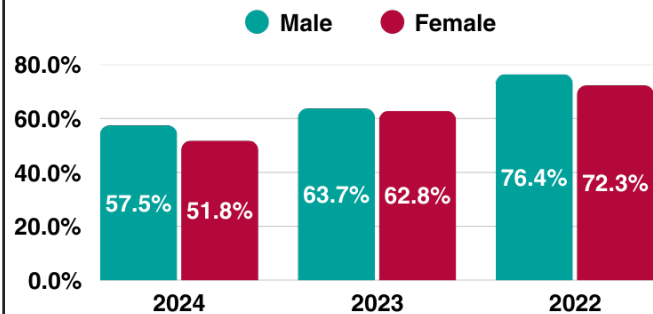
Mean Bonus Gap



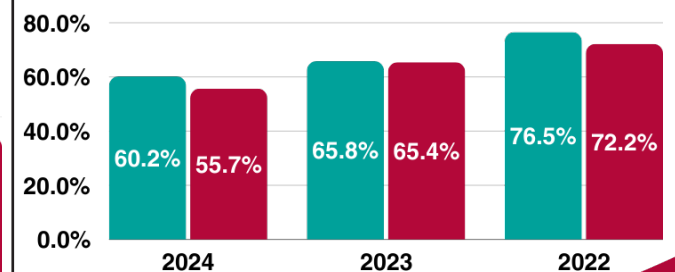
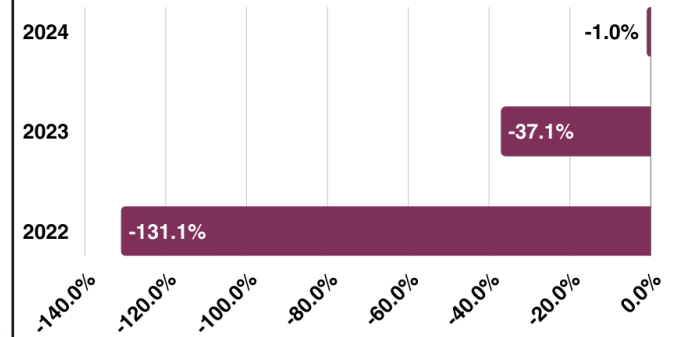
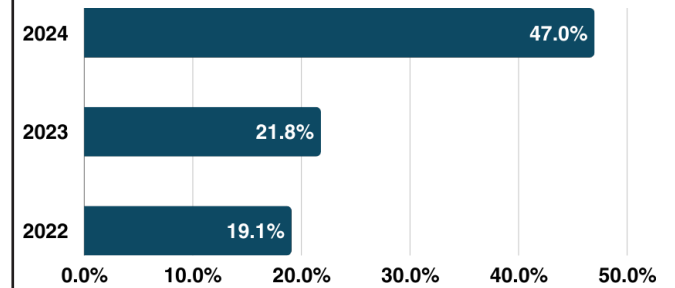
Median Bonus Gap



Proportion Receiving Bonus



Pay (SIG plc UK)



What more is SIG doing to build an inclusive workplace?

Over the past year we've taken a number of steps to create a more inclusive organisation as part of our strategy for Inclusion, including:

- Continued to raise awareness and build understanding around issues such as mental health, neurodiversity and menopause through our DEI Forum, training initiatives and all-employee communications campaigns.
- Explored new ways we can build a truly inclusive industry with our sector colleagues as part of our role as strategic partner of the Construction Inclusion Coalition (CIC).
- Introduced a Menopause Policy, which outlines our approach to supporting colleagues affected by menopause and related symptoms, as we recognise that menopause can be a challenging time for many individuals, and our goal is to provide support for those directly or indirectly affected.
- Launched a Sustainability e-learning programme for all UK colleagues, which is focused on building knowledge and understanding around SIG's five Sustainability Commitments, including to be an employer of choice in the building materials distribution industry.





In the year ahead, we'll continue our work in building a more inclusive workplace for all. This will include:

- Reviewing our recruitment processes to ensure we're doing all we can to attract and retain a more diverse workforce and reviewing how we assess and manage the great talent we already have in SIG.
- Introducing a Women's Network to provide a space for women at all levels of the organisation to come together to deliver meaningful change through networking, mentoring and knowledge sharing.
- Improving the collection of colleague data to enable us to focus our inclusion initiatives where we can have the most impact.
- Developing a mentoring programme for all colleagues in underrepresented groups to further support their career journey within SIG.



“The gender pay gap evolves over time and, as we’ve seen in our 2024 figures, can be impacted by a range of different factors. However, I’m confident that our work in the inclusion space will help us to create more sustainable change going forwards, both inside SIG and more widely across our sector through the CIC.”

Julie Armstrong
Chief People Officer

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.