



SIG

UK Gender Pay Gap Report

SIG plc 2025

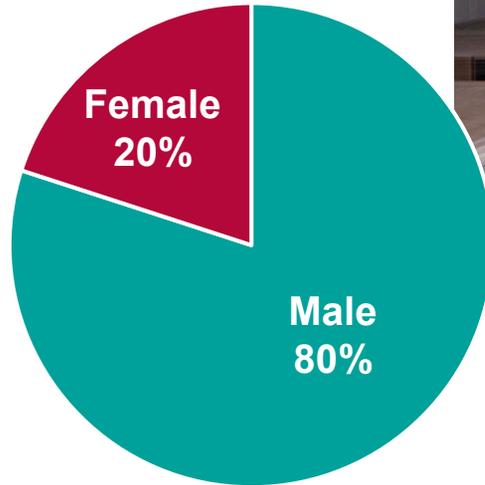
Introduction

As part of our ambition to be an employer of choice within the building materials distribution sector, we remain committed to fostering a working environment that is fair, inclusive and supportive. Our goal is to ensure every colleague feels safe, respected, valued and empowered to contribute meaningfully to our continued success.

The construction sector continues to be predominantly male, with c.85% of roles across the industry occupied by a male employee (Women in Construction, 2025). While we reflect the broader industry trend, we continue to compare favourably against it with men represented 80% of our UK workforce (April 2025). We recognise that achieving greater representation, both within our organisation and across the wider sector, requires sustained, long-term commitment. We remain focused on driving positive change, taking practical steps to improve diversity and creating opportunities that attract and support broader range of talent.

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 *April 2025



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 as at the snapshot date in April.
- **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).

Data

All data within this report was taken at the required 'snapshot date' in April for the reporting year.

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).

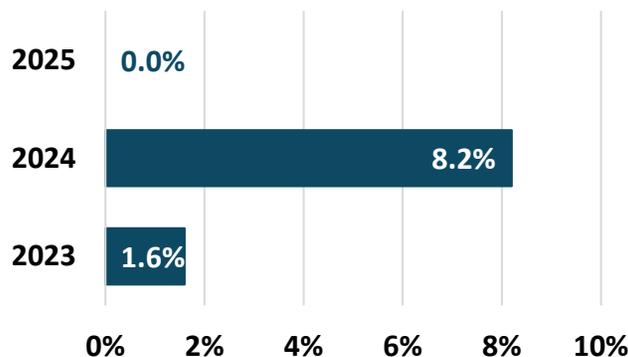
The Pay Gap Explained

The mean pay gap for 2025 is 0% compared to 8.2% in favour of males last year. As gender pay gap figures are influenced by workforce composition at a point in time, this movement reflects our progress towards greater pay balance. We remain focused on ensuring equitable pay practices and will continue to monitor trends over the longer-term.

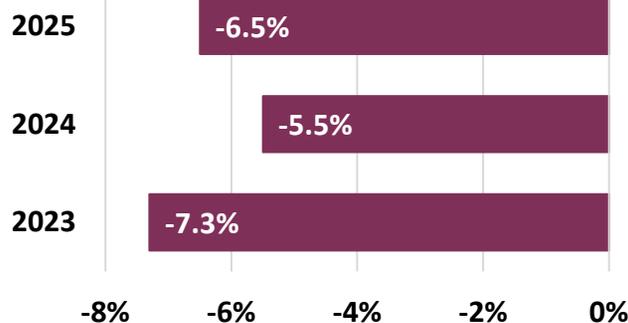
The median pay gap remains in favour of females at -6.5% (vs. -5.5% in 2024). This reflects the current distribution of roles across the organisation, with a higher proportion of male employees in the lower pay quartile. As a result, despite lower overall representation, the median rate of pay for female employees is higher.

Contributing to the movement in the mean and median pay gap, has been the appointment of two female colleagues into senior management roles during the reporting period, alongside organisational restructures which reduced the number of male employees in senior management positions. These factors have increased female representation within the upper pay quartile. As senior roles attract higher levels of remuneration, changes in workforce composition at this level can have a noticeable impact on the overall gender pay gap.

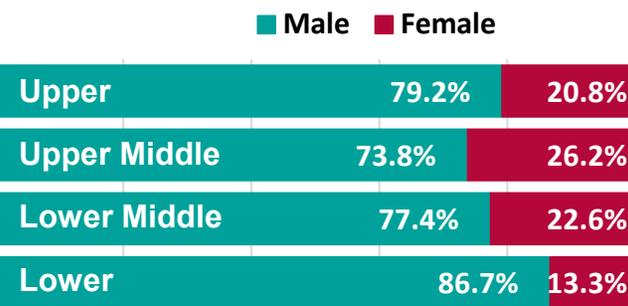
Pay (SIG Trading Ltd)



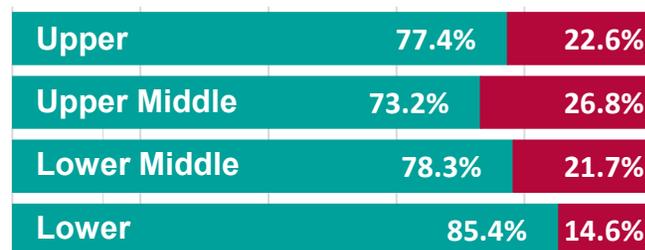
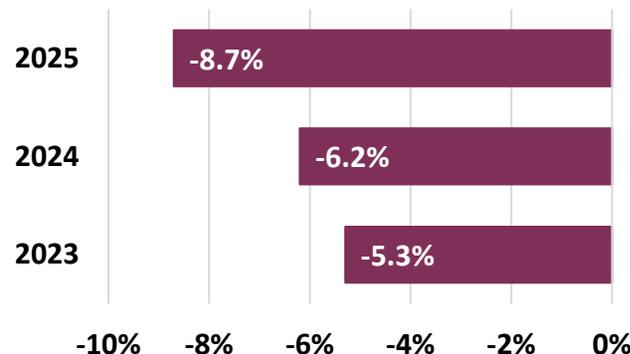
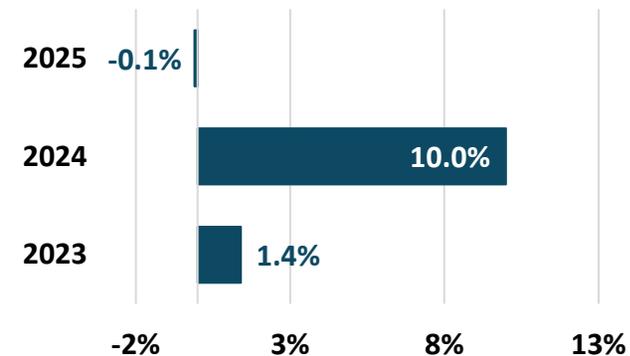
Median Pay Gap



Pay Quartiles



Pay (SIG plc UK)



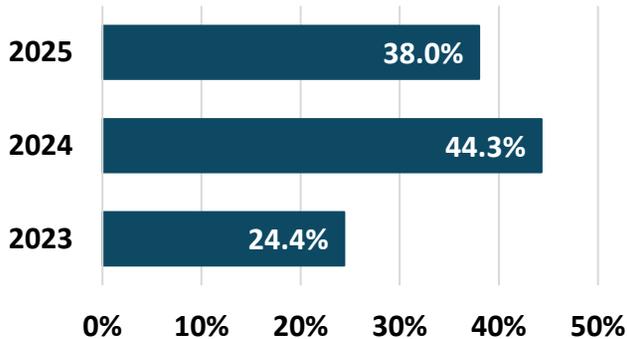
The Bonus Gap Explained

The mean gender bonus gap has reduced from 44.3% to 38%. The median bonus gap has moved from 7% in favour of males to -50% in favour of females.

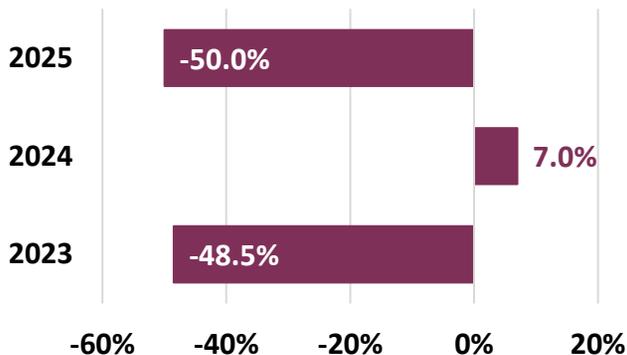
Bonus gaps can fluctuate year on year, as they are influenced by participation / achievement rates and the value of payment awards. This year's movement reflects changes in the profile and value of awards rather than any structural change to our bonus arrangements.



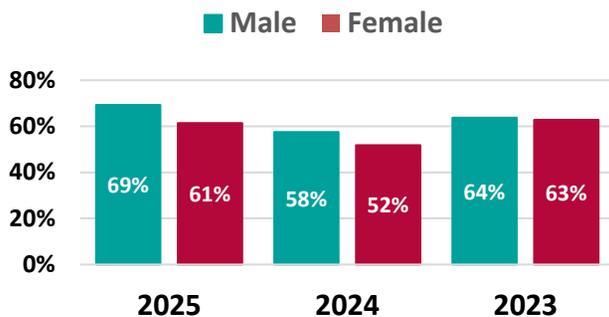
Pay (SIG Trading Ltd)



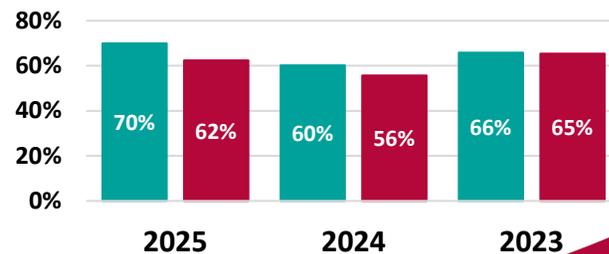
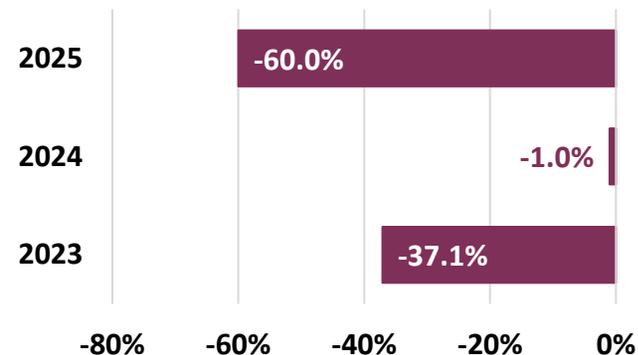
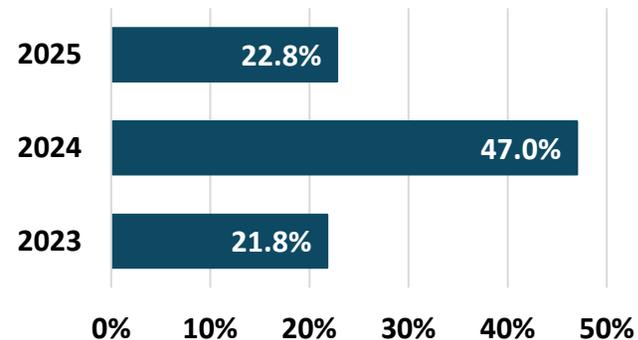
Median Bonus Gap



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 strengthen our recruitment and talent management practices to support fair and inclusive outcomes by enhancing job adverts, broadening attraction channels, refreshing our careers website, and developing assessment and progression processes to minimise bias and ensure merit-based decisions. These actions support our commitment to attracting, retaining and developing a more diverse workforce across SIG.
- Launched the Elevate programme: Women's network to provide a forum for connection, mentoring and shared learning. This popular network has hosted sessions on topics including work-life balance and imposter syndrome. It continues to promote an inclusive environment for women at all levels, supported by male allies, and help drive positive change across the organisation.
- Delivered a men's health screening programme focused on PSA testing, supporting our largest demographic group of male colleagues aged over 40.
- Recently launched EmpowHER, a pilot mentoring programme designed to support the career development of high-potential women. Participants are paired with senior leaders from across the organisation to provide structured mentoring and development support. The programme has been well received, and the insights gained are being used to inform future cohorts.





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

- Expanding our Women's Mentoring Programme (EmpowHER) launching new cohorts to support the career progression of women across the organisation by providing access to tailored development, senior-level guidance and a strong peer network.
- Delivering a company-wide campaign focused on inclusive leadership, with a particular emphasis on building confidence and capability among male allies. This will help ensure leaders at all levels actively contribute to a culture where everyone can thrive.
- Introducing a series of career development workshops hosted through our Women's Network open to all women across the business. These sessions will focus on building skills, confidence, and career mobility to support long-term progression.
- Strengthening inclusive hiring by providing clearer guidance, tools, and training for hiring managers to support fair, structured assessment and inclusive decision-making applied consistently across all functions and roles.



“This year, we have taken a number of positive steps to advance our inclusion plans and strengthening our commitment to creating a workplace where everyone feels valued and supported. We’ve made meaningful progress through initiatives that improve representation, enhance transparency and broaden access to development opportunities. We recognise that inclusion is an ongoing journey and remain committed to learning, listening and evolving to ensure our workplace is truly inclusive for all”

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.