



Corporate Governance

Group Reward Policy

Owner	Chief People Officer
Last reviewed	June 2024
Version	1

INTRODUCTION

SIG is a people centric business. We're committed to making sure all our colleagues feel supported, valued, and engaged in their work. This runs through everything we do, including how we reward our people.

This policy is applicable to all SIG businesses and sets out the approach we take to reward all our colleagues fairly and consistently. Note: the current Directors' Remuneration Policy can be found in the 2022 Annual Report and Accounts.

OUR REMUNERATION PRINCIPLES

Reward at SIG plc is guided by our Remuneration Principles, which are designed to support and reinforce our culture and behaviours.

Remuneration Principle	In action
Alignment and Fairness	Reward practices are fair, consistent and aligned to the business strategy, whilst also enabling our operating companies to respond and adapt to local market practices.
Rewarding Contribution and Performance	Incentive plans reward the delivery of our strategy. Targets are appropriately stretching, and objectives are focused on value creation.
Transparency and participation	Reward decisions and practices are clear and simple. Effective and open communications ensure understanding by all colleagues.

OUR APPROCH TO REWARD

Our approach supports our ambition to be an employer of choice in our sector. We regularly review our reward and benefit arrangements to ensure they are attracting and retaining the talent we need, are in line with best practice, and meet statutory requirements as a minimum.

Our total reward package incorporates the following:

- **Base pay** – we pay at least the statutory minimum wage in all our operating companies and review base pay annually to ensure it reflects the reality of the market and is set appropriately to balance affordability with the need to attract and retain talent.
- **Incentives and bonus schemes** – our incentive plans provide a means of driving individual and business performance by rewarding the delivery of goals that are closely aligned to the business strategy and the creation of value for shareholders.
- **Benefits** – the provision of benefits is specific to local market practices, welfare systems and government provision in the countries in which we operate. However, our aim is to provide a competitive benefits package in all our operating companies.
- **Recognition** – we acknowledge and celebrate our colleagues' achievements through informal and formal recognition; from a simple 'thank you' to financial awards for colleagues who go above and beyond in living our behaviours. Our recognition approach is guided by local market practice and cultural norms.

Signed: Julie Armstrong, Chief People Officer