

Gender Pay Gap Employer Statement

2024 Gender Pay Gap Employer Statement

Sigma Healthcare (Sigma) respects and values the benefits of a diverse and inclusive workforce that reflects the communities in which we operate. We recognise the importance of ensuring a diverse workforce for talent attraction and retention and in driving sustainable performance.

Sigma's commitment to recognising the importance of diversity includes a requirement to monitor and address any issues of gender pay equity. We conduct a gender pay gap analysis for salaried positions annually to:

- Understand the prevalence of any gender pay gap that is not explained by other factors;
- Where identified, understand the causes of any potential pay gaps; and
- Develop an action plan to address any gender pay gaps, monitor progress and strive for further improvement.

2023-2024 Gender Pay Gap Analysis

Sigma's 2023-2024 annual Workplace Gender Equality Agency Report industry comparison gender pay gap is outlined below:

	Average total remuneration	Average Total Remuneration - Comparison Group	Median total remuneration	Median Total Remuneration - Comparison Group
Sigma Company	26%	12.9%	29.8%	10.2%
Sigma Healthcare Logistics	21.4%	18.1%	14.6%	7.2%
MPS	-2.5%	8.6%	1.2%	5.8%

As indicated above, Sigma undertakes analysis of gender pay gaps, including the following:

- A like-for-like gap analysis which compares the same or similar roles of equal or comparable value;
- A by-level gap analysis which compares the difference between women's and men's average pay within the same Sigma job level; and
- An overall gender pay gap analysis which compares the difference between women's and men's pay and composition across the whole organisation.

Our annual analysis found that across the Sigma pay levels, the gender pay gap is neutral. However, contributing to gender pay equality considerations at Sigma is the compositional nature of our workforce, with more managerial roles being held by men.

Sigma is committed to fair and equitable recruitment processes and equal employment opportunities based on ability, performance and potential. Targeted strategies have been put in place to strengthen our female talent pipeline including a number of initiatives such as our 'Women In Leadership' Development Program and structured succession planning. For the 12 months to January 2025, 40% of all vacant leadership positions were filled by women. We have flexible work arrangements in order to support our goal of attracting and retaining a diverse workforce, and aim to ensure gender balance in our short-listed candidates.

Our Team Member Diversity Reference Group provides our leadership teams with recommendations to improve diversity and inclusion performance across the business. The following focus area recommendations were made by the Group during the period and were actioned in 2024:

- Increase the focus on inclusivity during the recruitment and onboarding process, and
- Provide more education and awareness internally on the importance of diversity and an inclusive workplace.

We will continue to identify opportunities to create a more gender diverse workforce at all levels of the organisation. This is supported by a number of initiatives including our talent management and succession planning activities, learning and development opportunities, and flexible work arrangements.