

Gender Pay Gap Employer Statement

2024 - 2025 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.

2024 - 2025 Gender Pay Gap Analysis

Sigma's 24/25 annual Workplace Gender Equality Agency Report industry comparison gender pay gap is outlined below:

	Average Total Remuneration Gender Pay Gap	Average Total Remuneration - Comparison Group	Median Total Remuneration	Median Total Remuneration - Comparison Group
Sigma Company Ltd	22.4%	12.5%	15.0%	6.0%
Sigma Healthcare Logistics P/L	5.3%	16.1%	4.6%	5.6%
MPS Hold Co. P/L	5.0%	9.7%	6.6%	4.6%

This data relates to the period for the 12 months to 31 March 2025 and excludes any employee data following the merger with Chemist Warehouse.

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.

Sigma's commitment to recognising the importance of diversity includes a requirement to monitor and address any issues of gender pay equity 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.

Our annual like-for-like gender pay gap 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's Actions to Support Closing the Gender Pay Gap:

- Commitment to fair and equitable recruitment processes and equal employment opportunities based on ability, performance and potential;
- Aiming to ensure gender balance in our short-listed candidates;
- Leadership and development opportunities include targeted strategies in place to strengthen our female talent pipeline including a number of initiatives such as our 'Women In Leadership' Development Program;
- Target equal gender participation in key talent management programs;
- Flexible work arrangements in order to support our goal of retaining and attracting a diverse workforce;
- The provision of ongoing education and awareness on the importance of diversity and an inclusive workplace;
- Structured talent management & succession planning;
- Annual gender pay equity review at a more granular like-for-like level.

Sigma will continue to identify opportunities to create a more gender diverse workforce at all levels of the organisation.