

# Gender Pay Gap Employer Statement

---

## 2023 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.

## 2022-2023 Gender Pay Gap Analysis

Sigma's 2022-2023 annual Workplace Gender Equality Agency Report found that our:-

- Average total remuneration gender pay gap for our total workforce was 18.2% compared to 24.9% for the industry comparison group; and
- Median total remuneration gender pay gap for our total workforce was 11.8% compared to 19.7% for the industry comparison group.

Sigma is committed to fair and equitable recruitment processes and equal employment opportunities based on ability, performance and potential. Contributing to gender pay equality considerations is the compositional nature of our workforce, with more managerial roles being held by men. Targeted strategies have been put in place to strengthen our female talent pipeline including a number of learning initiatives such as our 'Women In Leadership' Development Program. In 2023 we also reviewed and updated our flexible work arrangements in order to support our goal of attracting and retaining a diverse workforce. We continue to assess our recruitment practices as we seek to improve the gender diversity of our candidate pool.

In late 2023 we created a Team Member Diversity Reference Group to provide 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 will be 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.