



**SIGMA**  
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## Gender Pay Gap Reporting 2019

### SIGMA PHARMACEUTICALS PLC

The Company is required to carry out Gender Pay Gap reporting to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This gender pay gap report is based on data from the payroll system as at the 5th April 2019.

- A mean gender pay gap of -8.00%
- A median gender pay gap of -10.3%
- A mean bonus gender pay gap of 0.2%.
- A median bonus gender pay gap of 0.0%.
- A bonus payment was received by 87.4% of females and 86.4% of males.
- Below are the quartile figures showing the proportion of each gender in each pay band.

#### Quartile pay bands:

Lower Quartile:	Men 72.2% Women 27.8%
Lower Middle Quartile:	Men 62.5% Women 37.5%
Upper Middle Quartile:	Men 62.0% Women 38.0%
Upper Quartile:	Men 53.8% Women 46.3%

#### DECLARATION

I hereby confirm that the information provided in this report to be accurate.

Bhavin Shah  
Executive Director