

This document sets out the extent of any Gender Pay Gap at Sigma Precision Components (UK) Ltd, as required by the Gender Pay Reporting Legislation.

**Sigma's Gender Pay Gap figures for 2017 are as follows:**

Average Gender Pay Gap as a mean average	8.3%
Average Gender Pay Gap as a median average	9.8%
Average Bonus Gender Pay Gap as a mean average	29.4%
Average Bonus Gender Pay Gap as a median average	80%
Proportion of males receiving a bonus payment	3.7%
Proportion of females receiving a bonus payment	6.6%

Proportion of males/females within the business across four equal groups

	Males	Females
Lower	68%	32%
Lower middle	85%	15%
Upper middle	88%	12%
Upper	86%	14%