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Gender Pay Gap Reporting Detail – Website and Government Detail

Relevant Pay Period : April 2018

The categories of reporting are:

- Average Gender Pay Gap as a Mean Average - 16.2%
- Average Gender Pay Gap as a Median Average - 18.7%
- Average Bonus Gender Pay Gap as a Mean Average - 0%
- Average Bonus Gender Pay Gap as a Median Average - 0%
- Proportion of Males receiving a bonus payment - 4.2%
- Proportion of Females receiving a bonus payment - 5.6%

- Proportion of Males / Females divided into four equal groups

	Males	Females
Lower	60%	40%
Lower middle	88%	12%
Upper middle	79%	21%
Upper	93%	7%

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%