



## **SGH EMPLOYER STATEMENT: WGEA GENDER PAY GAP REPORTING**

SGH Ltd ("SGH") is an equal opportunity employer and is committed to supporting open and inclusive workplaces that embrace and promote diversity, equity, and inclusion (DE&I). SGH undertakes regular remuneration reviews to ensure pay fairness and that women and men receive equal pay for work of equal or comparable value.

SGH has maintained a 0% pay gap in like for like roles in 2023, and has increased the level of female representation overall, and in management roles, over the past three consecutive years.

Although the gender pay gap reported by Workplace Gender Equality Agency ("WGEA") considers performance and progress in achieving gender equality in relation to remuneration, it does not provide a practical basis for addressing gender pay gaps in the workforce. Influencing factors, such as type of role, workplace location, working patterns (including overtime and penalty rates), the composition of the workforce (number of males vs females) or the performance outcomes associated with the role, are not taken into account to determine whether pay is fair and equal on a relative basis.