2026
Gender Pay Gap Report



Sigmar Recruitment

SIGMAR RECRUITMENT CONSULTANTS LTD

Gender Pay Gap Report 2026

Snapshot date: 26 June 2026
Reporting period: 27 June 2025 to 26 June 2026
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This report presents statutory gender pay gap information as percentages. It does not disclose male or female wage rates, bonus amounts or individual remuneration.

1. About this report

This report sets out the gender pay gap information for Sigmar Recruitment Consultants Ltd for the 2026 reporting cycle. It has been prepared using the methodology in the Gender Pay Gap Information Act 2021, the applicable Regulations and the updated 2026 employer guidance.

The gender pay gap compares the average remuneration of men and women across the organisation. It is not the same as an equal pay assessment, which considers whether individuals performing the same or equal work receive equal pay.

A positive percentage means that the relevant female figure is lower than the male figure. A negative percentage means that the relevant female figure is higher than the male figure.

2. Scope and methodology

The reporting population comprises 301 relevant employees employed on the snapshot date of 26 June 2026: 149 men and 152 women. Of these, 207 were classified as temporary and 94 as permanent. There were no part-time employees in the reporting population.

- Hourly remuneration was calculated using ordinary pay and bonus pay attributable to the reporting period, divided by working hours determined for that period.
- Mean figures are calculated by adding the relevant values and dividing by the number of employees in the group. Median figures identify the midpoint of the ordered distribution.
- Bonus gaps are calculated among employees who received bonus remuneration. Bonus participation and benefit-in-kind participation use all relevant employees of that gender as the denominator.
- Employees were ranked by hourly remuneration and divided, as evenly as possible, into lower, lower-middle, upper-middle and upper quartile bands.

3. Statutory results

0.69%
Mean hourly remuneration gap
All employees

4.30%
Median hourly remuneration gap
All employees

16.73%
Mean bonus remuneration gap

50.81%
Median bonus remuneration gap

Hourly remuneration gaps

EMPLOYEE GROUP	MEAN GAP	MEDIAN GAP
All employees	0.69%	4.30%
Part-time employees	*Not applicable - no part-time employees*	
Employees on temporary contracts	-4.69%	0.33%

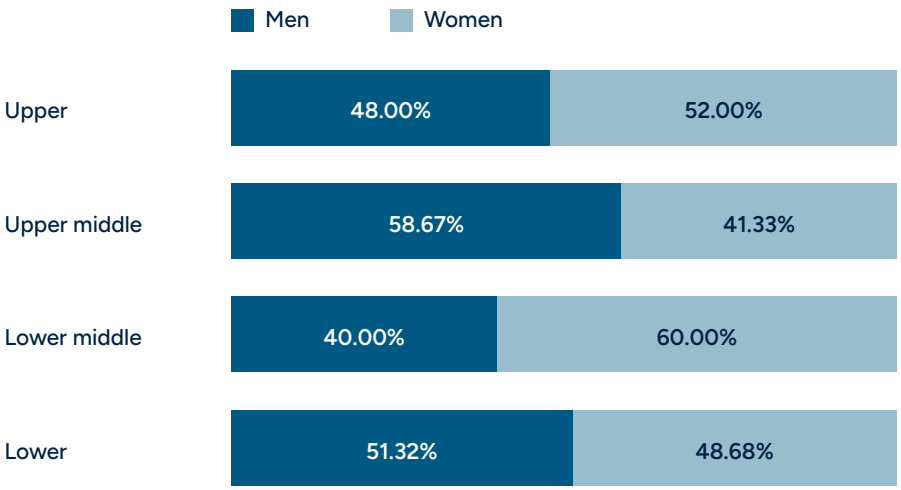
The permanent employee analysis, which is supplementary rather than a separate statutory metric, shows a mean hourly gap of 0.10% and a median hourly gap of -14.38%.

Bonus remuneration and participation

MEASURE	RESULT
Mean bonus remuneration gap	16.73%
Median bonus remuneration gap	50.81%
Men receiving bonus remuneration	36.24%
Women receiving bonus remuneration	30.92%

No wage or bonus values are presented. The bonus gap percentages compare aggregate bonus outcomes among recipients and should be considered alongside eligibility, role mix, commission arrangements, earning periods and time employed.

Hourly pay quartiles



These percentages show the gender composition of each hourly pay quartile. They are headcount proportions, not shares of pay.

Benefits in kind

PERCENTAGE RECEIVING BENEFIT IN KIND

21.48%
Men

18.42%
Women

4. What the results indicate

The results show a relatively narrow overall hourly remuneration gap, with a mean gap of 0.69% and a median gap of 4.30%. The difference between these measures reflects the distribution of employees across roles, levels, employment classifications, assignments, and working patterns. Women represent 50.50% of the workforce and 52.00% of the upper hourly-remuneration quartile.

The gender composition of the pay quartiles is broadly balanced overall, although representation varies between quartiles. Women represent 52.00% of the upper quartile, 41.33% of the upper-middle quartile, 60.00% of the lower-middle quartile and 48.68% of the lower quartile. These figures show the representation of men and women within each quartile; they are not a comparison of individual pay for equal work.

There were no part-time employees in the reporting population, and therefore a part-time hourly remuneration gap was not applicable. Among temporary employees, the mean hourly remuneration gap was −4.69%, and the median gap was 0.33%. The temporary and permanent employee populations have different gender compositions and remuneration patterns, which should be considered when interpreting the overall results.

The bonus remuneration gaps are wider than the hourly remuneration gaps. The mean bonus gap was 16.73% and the median bonus gap was 50.81%. Bonus participation was 36.24% for men and 30.92% for women. Benefits-in-kind were received by 21.48% of men and 18.42% of women in the reporting population. While women make up the majority of our top hourly pay tier, our bonus gap reflects a higher concentration of men in variable, commission-driven billing roles compared to leadership and operational positions.

A Gender Pay Gap measures differences in average earnings and the representation of men and women across an organisation. It does not, by itself, indicate unequal pay for equal work. Sigmar remains committed to equal pay and to fair, consistent and transparent reward practices.

5. Actions to support pay equity

Sigmar proposes to take the following actions during the next reporting cycle:

- Review gender representation by role, level and employment classification, with particular focus on the upper-middle pay quartile and the distribution of variable remuneration.
- Analyse bonus and commission outcomes by gender, role and level, including eligibility criteria, award periods and payment outcomes, to identify whether any policy or process changes are appropriate.
- Undertake further analysis by role, level, working pattern, assignment type, bonus eligibility and length of employment to improve understanding of the factors influencing the results.
- Repeat the analysis annually and report progress against agreed actions to the appropriate leadership and governance forums.
- Continue to review recruitment, progression and promotion data for material gender differences and take proportionate action where supported by the evidence.
- Continue to maintain accurate and documented employee data, including employment status, contractual hours, variable hours and temporary contract information, to support consistent statutory reporting.
- Continue to train all internal interviewers on unconscious bias and the latest ‘best practice’ in interviewing.



I confirm that the information in this report has been prepared from the organisation's relevant employee data and approved for publication on behalf of Sigmar Recruitment Consultants Ltd.

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