

RM Educational Resources Limited Gender Pay Gap Report

RM Educational Resources Limited reflects the entire Resources Division of RM plc, known to our customers as the TTS brand.

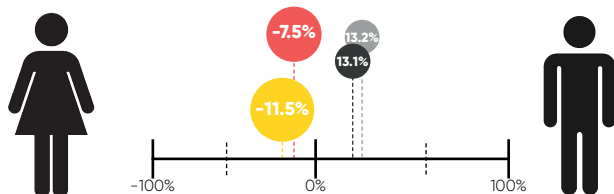
The Division provides education resources and supplies used in UK and international schools and early years establishments. You can find out more at <https://www.tts-group.co.uk/aboutus/about-us.html>.

This data is designed to look at the difference in the average pay of men and women regardless of their role or level within the Company. This is different to Equal Pay which focuses on equal pay for equal work.

Our mean and median gender pay gap are both in favour of women. This is the opposite of what is being seen in the ONS industry specific average.

We feel our pay gap is being driven by the types of roles we employ. Our distribution centre does employ more men than our overall population and these are roles that are paid lower in the market. The negative gap is then driven further by us having many higher paid female managers. We will look to improve our gender balance across the organisation.

Base Pay

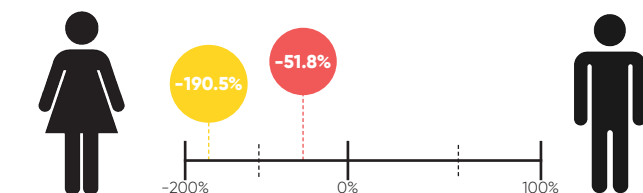


Mean Pay Gap: the total amount earned across RM, divided by the number of people. **Our mean base pay favours women.**

Median Pay Gap: the middle value of all pay ranges in the business. **Our median base pay favours women.**

ONS ASHE Mean Gender Pay Gap (1 December 2023 Wholesale and Retail Trade)
ONS ASHE Median Gender Pay Gap (1 December 2023 Wholesale and Retail Trade)

Bonus Pay

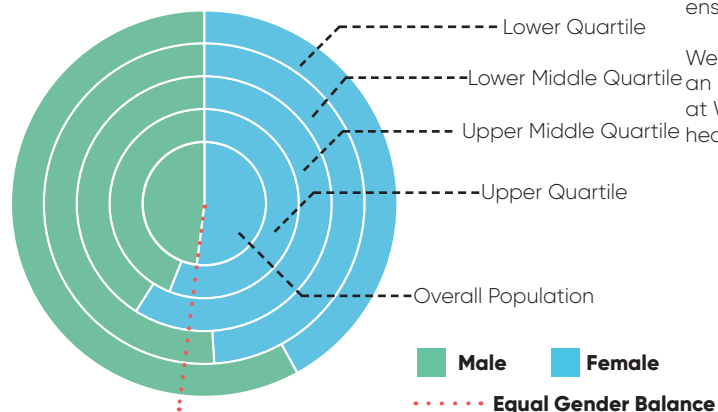


Our Mean Bonus Pay Gap pay favours women.

Our Median Bonus Pay Gap base pay favours women.

RM Educational Resources Limited did not pay an all-employee bonus during this period. Other payments that are captured by this metric, such as commissions, service awards and recognition payments were paid. Due to the variability of such payments it's difficult to determine any conclusions by examining trends in this metric.

Gender Split by Quartile



A gender pay gap is created when the population of employees at each quartile does not match our overall population. This analysis clearly shows our Lower Quartile male population in our lowest paid roles is not balanced.

There are more females in our Upper Middle and Upper Quartiles which is driving the negative pay gap.

How we are working to reduce our gender pay gap

Our aim at RM is to create an inclusive workplace where we utilise the strengths of a diverse workforce to enable the delivery of our vision of 'Enabling the improvement of educational outcomes around the world'.

Our recruitment welcomes applicants from diverse backgrounds. We offer flexible working (where role appropriate) advocating the need to balance careers and individual circumstances.

We offer all employees family friendly policies which are used extensively by mothers and fathers, making RM a more attractive place to work.

We have invested in software to analyse the causes of our gender pay gap more precisely.

We continue to review, benchmark, and manage employee pay to ensure equality for people undertaking similar roles at the same level. We have looked at roles which drive our pay gap and ensured data led decisions are made on pay.

We have created an EDI Representation Group that is chaired by an Executive member. We also have a well supported new Women at Work Network. The company funds several women orientated health initiatives including a menopause support plan.

