



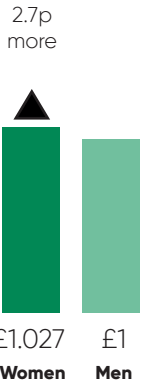
RM Resources Gender Pay Gap Report

RM Educational Resources Limited is part of the RM Group, 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. All of our metrics can be viewed at <https://gender-pay-gap.service.gov.uk/employers/12295>.

This is different to Equal Pay which focuses on equal pay for equal work. If the results are a negative number the pay gap is in favour of women, in other words the average woman is paid more than the average man. A positive number is therefore a pay gap in favour of men.

Median Pay Gap



Our Mean and Median Pay Gap

The gender pay gap has been reported by RM for 8 years. We have seen a decrease in our pay gap throughout this time. Our median average pay gap is now -2.7% in favour of women. Our mean pay gap is now -4.7% in favour of women. This measure started closer to 10%. We are proud to have clearly demonstrated progress to eliminate our pay gap.

RM will continue this commitment and in 2024 are also analysing the pay gap in our Indian operations, for our use to address and improve pay parity in our largest employee population.

Our median average pay gap is now -2.7% in favour of women

Our mean pay gap is now -4.7% in favour of women.



Bonus Pay Gap

RM Education 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.

Pay by Quartile

When the ratio of each gender by quartile is the same as our total workforce ratio there is no median pay gap. The two upper quartile bars show we employ more women in higher paid roles. The next lowest quartile bar shows that women are employed in proportion to our overall ratios. In our lowest paid roles there are fewer women. All of these observations act to increase average women's pay above men's, and create the gap in favour of women.

Gender Split by Quartile

