

Gender Pay Report

RM Educational Resources Limited

At the reporting date, RM Educational Resources Ltd (previously The Consortium for Purchasing and Distribution Ltd, "Consortium") was part of the RM Resources division of RM plc ("RM"), alongside TTS Group Ltd ("TTS").

In April 2020 we were in the process of consolidating the two legal entities - RM Educational Resources Ltd and TTS Group Ltd. This concluded in November 2020.

RM Resources provides education resources and supplies used in UK and international schools and early years establishments.

The workforce is a mix of distribution centre roles and supporting functions such as Customer Services, Sales, Marketing, Finance, HR and IT.

Gender Pay Reporting

The Gender Pay Reporting Regulations require all UK legal entities with over 250 employees to publish the following sets of data annually:

- Mean and median gender pay gap (hourly earnings)
- Mean and median gender bonus gap (for those receiving a bonus)
- Proportion of men and women that received a bonus
- Proportion of men and women working in different pay quartiles

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.



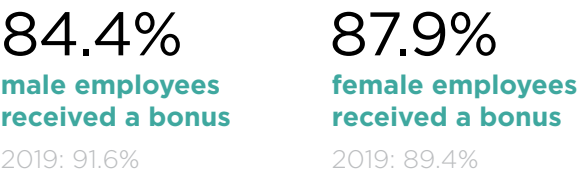
OUR FINDINGS



RM Educational Resources Ltd demographic
As at 5 April 2020

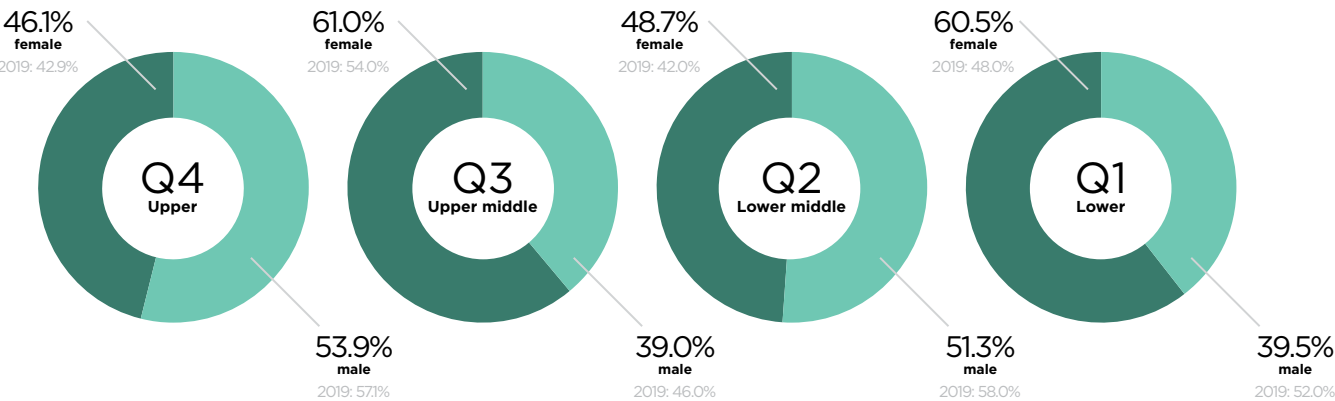


Proportion of employees receiving a bonus payment
12 months preceding 5 April 2020

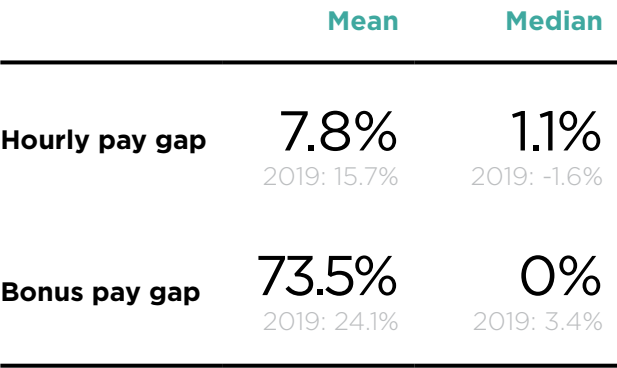


Pay quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



Hourly and bonus pay



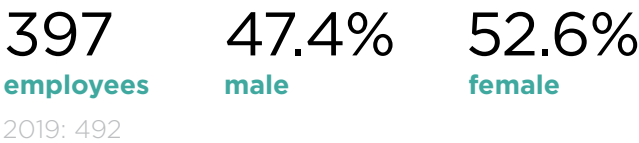
Our mean gender pay gap has reduced by 7.9% from last year, however we should note that our Senior Leadership Team had taken a temporary pay cut at this time due to COVID-19 which will be impacting the figures.

Also, this workforce has changed since we last reported. In April 2020 we were in the process of consolidating the two legal entities within RM Resources – RM Educational Resources Ltd and TTS Group Ltd ("TTS"). This concluded in November 2020. Therefore, this report includes the legal requirement of showing all employees in RM Educational Resources Ltd and then a voluntary disclosure of the combined view of both RM Educational Resources and TTS.

The mean and median bonus gap differ greatly, we did not pay a performance bonus in the year and therefore the median is 0% however the mean shows a large gap as more men than women are eligible (and received) commission and share-based payments for the year ending April 2020.



'RM Resources' demographic
Combined view of RM Educational Resources Ltd and TTS Group Ltd
as at 5 April 2020

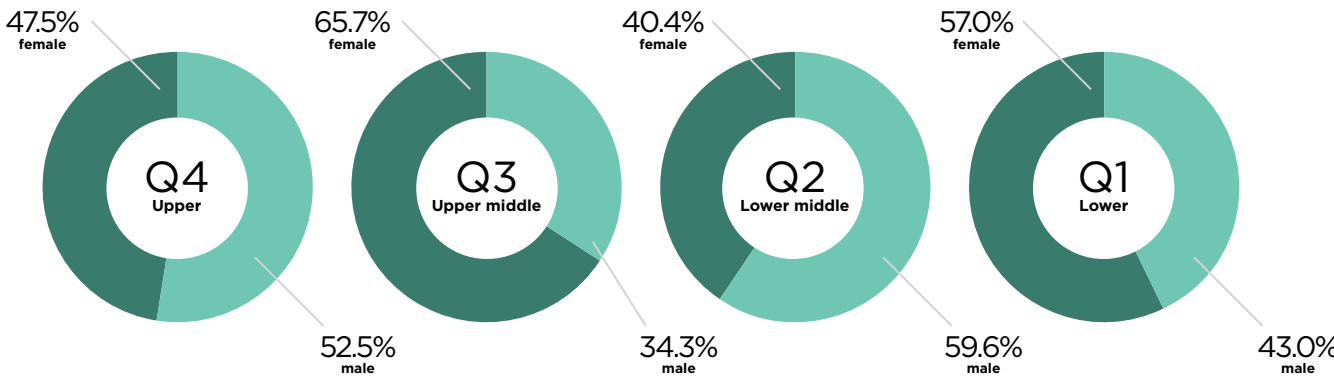


Proportion of employees receiving a bonus payment
12 months preceding 5 April 2020

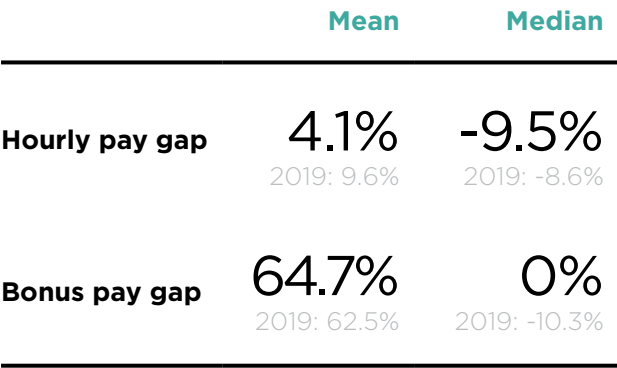


Pay quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



Hourly and bonus pay



In the combined view, our mean gender pay gap is 4.1% which is an improvement of 5.5% compared to the same combined view for 2019.

The mean and median bonus gap differ greatly, we did not pay a performance bonus in the year and therefore the median is 0% however the mean shows a large gap as more men than women are eligible (and received) commission and share-based payments for the year ending April 2020.



→ OUR COMMITMENT

Our commitment to balanced participation

We are committed to investing in ongoing initiatives to help ensure a balanced participation in the workforce:

- we are piloting a programme with The Academy of Women's Leadership to help create a strong female talent pipeline for senior roles – <https://awlonline.co.uk>
- we are always looking to improve our talent acquisition practices to ensure we are attracting more diverse candidates. We also continue to ensure women are represented on the shortlist for all senior vacancies
- we have launched Equality, Diversity and Inclusion (EDI) advocates across the RM Group. The EDI network along with the Executive team are committed to ensuring we have an inclusive environment. They are working together to continually challenge perceptions and improve Diversity across the Group. We have also taken the action to engage with an external expert to review our EDI policies and practices. One of the aims is to help us focus on increasing opportunities to enable all our employees to bring their true selves to work and fulfil their potential
- we continue to encourage and champion flexible and agile working to support the need to balance careers and personal circumstances.

Managing Director Statement

The Company is committed to offering equal employment opportunities and its policies are designed to attract, retain and motivate the best staff regardless of gender, sexual orientation, race, religion, age, disability or educational background.

I can confirm the accuracy of the data presented in this report as at 5 April 2020 and that it has been calculated in accordance with the legislation and guidelines for gender pay reporting.

Monique Louis
Managing Director