

Gender Pay Report

TTS Group Limited

TTS Group Ltd ("TTS") is part of the RM Resources Division of RM plc ("RM"), alongside The Consortium for Purchasing and Distribution Ltd (acquired by RM on 30 June 2017). RM Resources provides education resources and supplies used in UK and international schools and early years establishments.

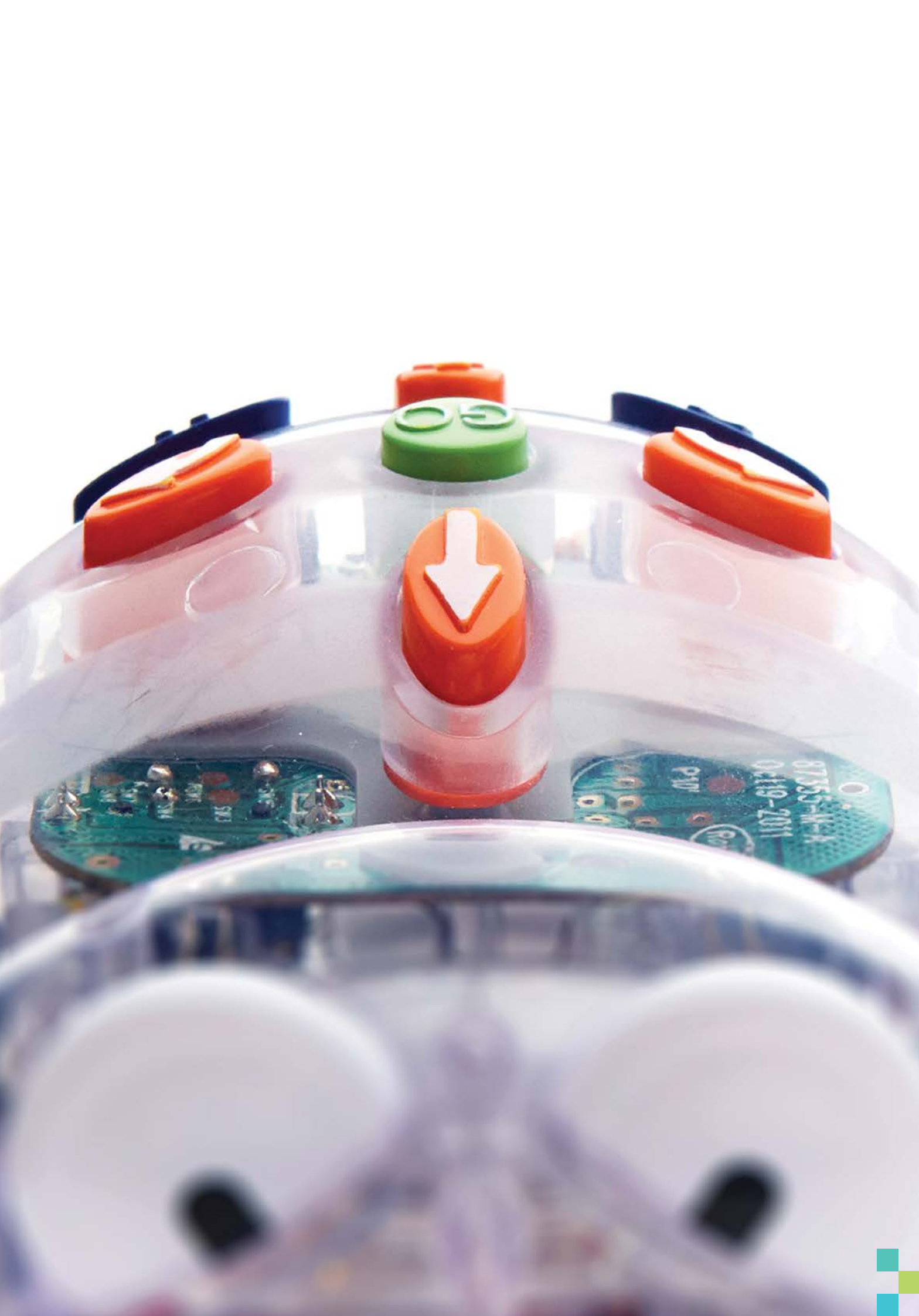
The workforce is a mix of distribution centre roles and supporting functions such as Customer Services, Sales, Marketing, Finance, HR and IT.

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.

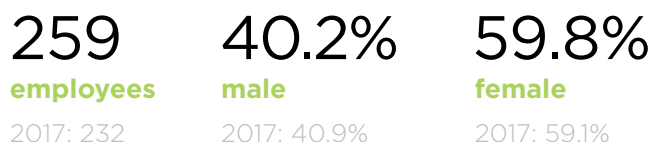


OUR FINDINGS



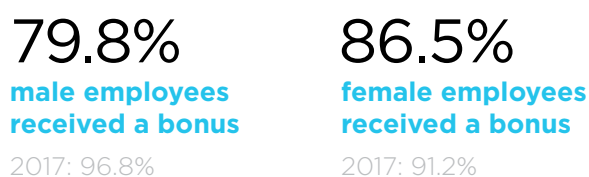
TTS Group Ltd demographic

As at 5 April 2018



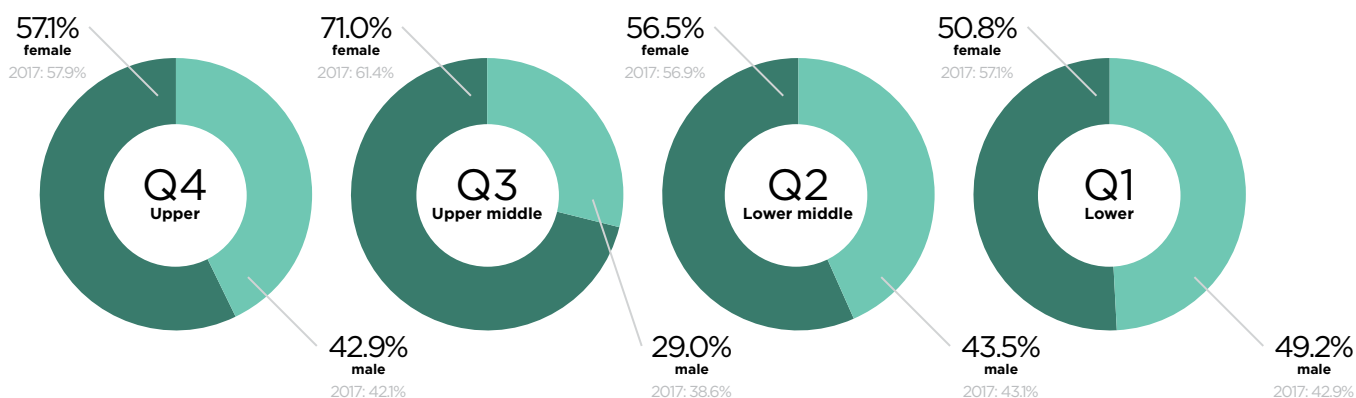
Proportion of employees receiving a bonus payment

12 months preceding 5 April 2018

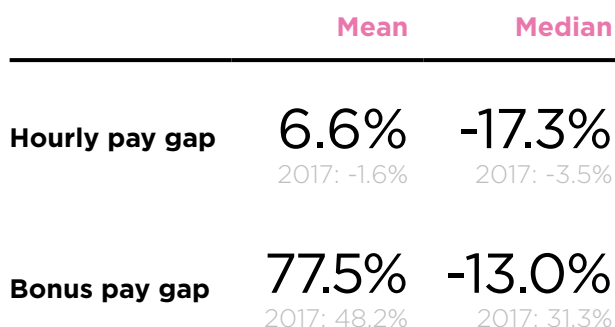


Pay quartiles

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



Hourly and bonus pay



The median gender pay gap position shows a more favourable gap to women compared to 2017 however the mean gap for 2018 now shows as more favourable to men. We believe this is due to annual variation as this workforce is relatively small and changes in personnel year on year will impact the reported figures.

The mean and median bonus gap differ greatly; the median bonus gap is in favour of women whereas the mean bonus gap is largely in favour of men. It is driven by the payment of share-based awards, the largest of which went to the male MD.

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 running a female mentoring programme across the organisation supported by The 30% Club and Women Ahead to help create a stronger female talent pipeline for senior roles
<https://30percentclub.org/initiatives/mentoring-scheme>
- we will aim to have at least two female candidates on the shortlist for all senior vacancies
- we have implemented an unconscious-bias training module for our managers and will continue to look at ways to support managers to create high-performing inclusive teams
- we will continue to encourage flexible working; we already offer enhanced family leave and support employees with their return to work following adoption, maternity and parental leave

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 2018 and that it has been calculated in accordance with the legislation and guidelines for gender pay reporting.

Andy Wilson

Managing Director

