TTS GROUP LTD

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

As at April 2017, TTS employed less than 250 employees. However, we have chosen to publish the figures for each trading entity within the RM Group.

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 2017

232
employees

40.9%
male

59.1%
female

Hourly and bonus pay

	Mean	Median
Hourly pay gap	-1.6%	-3.5%
Bonus pay gap	48.2%	31.3%

There is a small difference in the pay gap which is favourable to females, which is as a result of a gender balanced workforce and females being well represented at all quartiles within TTS.

The bonus gap is largely driven by the payment of share-based awards. Whilst more women than men received the awards the largest payment went to the male MD.

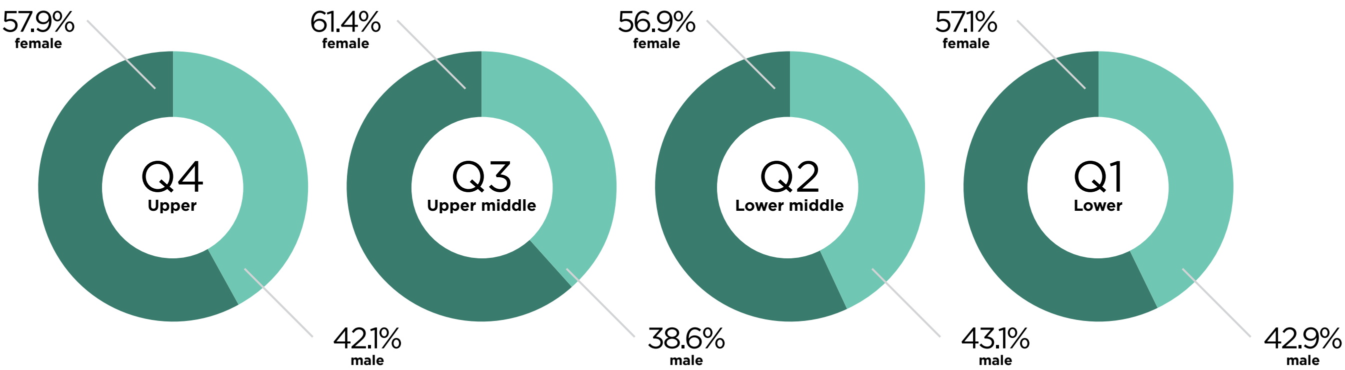
Proportion of employees receiving a bonus payment
12 months preceding 5 April 2017

96.8%
male employees received a bonus

91.2%
female employees received a bonus

Pay quartiles

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



OUR COMMITMENT

Our commitment to balanced participation

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

- continued encouragement of flexible working; we already offer enhanced family leave and support employees with their return to work following adoption, maternity and parental leave
- we will implement 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 mentor women identified as talent within the organisation to help ensure a stronger female talent pipeline for senior roles

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 2017 and that it has been calculated in accordance with the legislation and guidelines for gender pay reporting.

Andy Wilson
Managing Director