

Gender Pay Gap Reporting 2018/19

The government is committed to tackling pay inequality between men and women. Following a consultation period with interested parties, it proposed in 2016 that any company with over 250 employees would be obliged annually to report upon the pay that the respective genders receive within its organisation, to explain why any potential gap existed. Legislation was duly passed in 2017 and the reporting regime has come into effect.

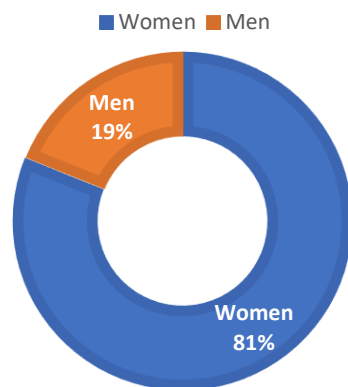
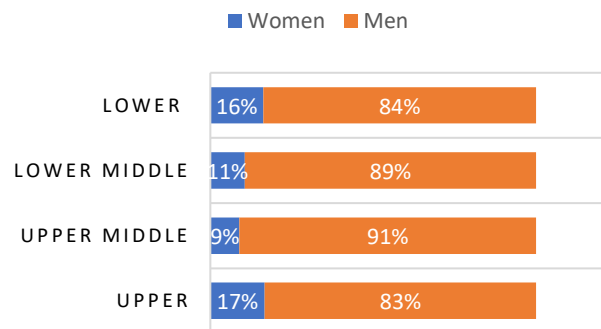
RMS welcomes the introduction of gender pay gap reporting as we recognise that employing a diverse workforce, which covers many organisations, sites and sectors, provides the best and most productive environment to work in. Normally under employment law temporary workers are not classed as employees, however for the purposes of gender pay gap reporting we have included all of our people.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. The results are as follows:

Proportion of male and female colleagues in each pay quartile

This chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles

Women's mean hourly rate is 3.4% higher than men's
 Women's median hourly rate is 5.5% higher than men's



Proportion of male and female colleagues receiving a bonus

Employees across the Company are awarded an annual performance award depending on performance.

Women's mean bonus pay is 54.6% higher than men's
 Women's median bonus pay is 13.3% higher than men's

I confirm that the gender pay gap data that we have reported is accurate and meets the requirements of the Gender Pay Gap Regulations.

Leon Butt
 Finance Manager

