

Gender Pay Report

The Consortium for Purchasing and Distribution Limited

The Consortium for Purchasing and Distribution Ltd (“The Consortium”) is part of the RM Resources Division of RM plc (“RM”), alongside TTS Group Ltd. 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.

On 30 June 2017, RM plc completed the acquisition of The Consortium from Connect Group plc (“Connect”). The data presented in this report as at April 2017 has been provided by Connect.

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.



The Consortium



OUR FINDINGS



The Consortium demographic

As at 5 April 2017

380
employees

46.6%
male

53.4%
female



Hourly and bonus pay

	Mean	Median
Hourly pay gap	23.5%	5.7%
Bonus pay gap	68.9%	3.1%

The gap is largely driven by women being under-represented in the most senior roles and over-represented in the lower quartile.



Proportion of employees receiving a bonus payment

12 months preceding 5 April 2017

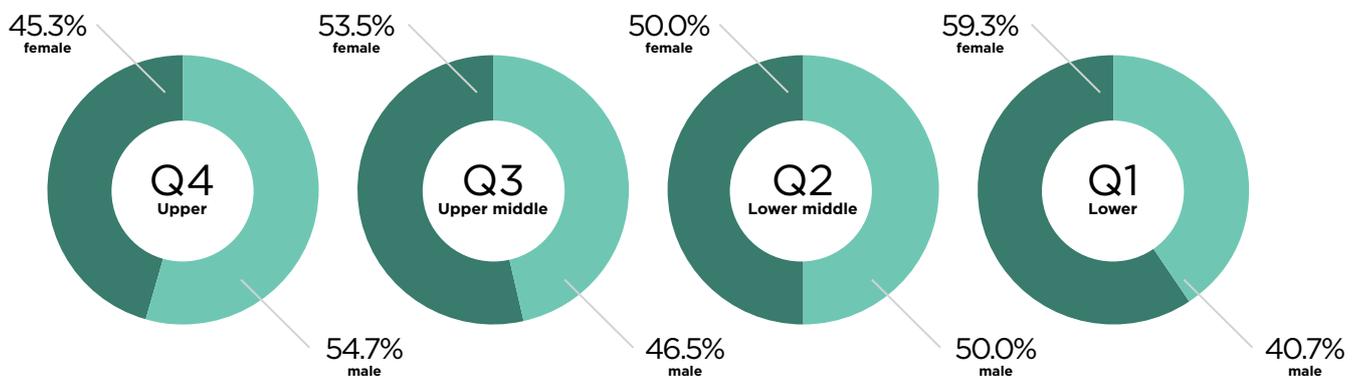
32.2%
male employees received a bonus

34.5%
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

How we are closing the pay gap

We are committed to investing in ongoing initiatives to help ensure a balanced participation in the workforce and support a reduction in the gender pay gap:

- 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 create 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

