



RM PROPERTY & FACILITIES
SOLUTIONS LTD
2024 GENDER PAY REPORT

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INTRODUCTION

RM Property & Facilities Solutions Ltd is a subsidiary of Royal Mail Group Ltd. We currently employ approximately 2,500 people across the UK in Engineering, Soft Services or working in a support function to support the Royal Mail Estate. We firmly believe that every employee plays a vital role in the success of our nationwide company.

Our approach to Diversity, Equity and Inclusion is aligned to Royal Mail Group Ltd's vision to be the employer of

choice for a diverse workforce, building an equitable, inclusive, and accessible culture. We seek to align more closely, demographically, to the communities and societies that our Royal Mail colleagues serve on a daily basis and aim to have a positive impact on the communities that we operate within.

We are an equal opportunities employer; having respect for others is an integral part of our culture and one of our core values.

OUR GENDER PAY GAP CALCULATIONS (SCOPE)

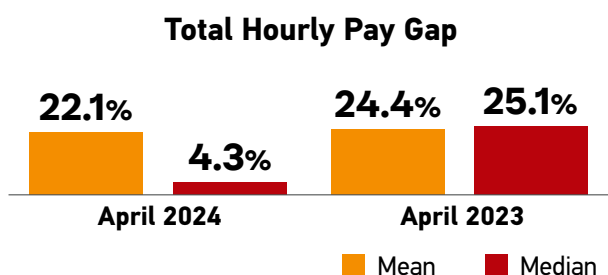
Our gender pay gap shows the differences in average hourly pay rates between men and women, and the proportion of men and women in each pay quartile. It also shows the differences in average bonus payments paid in the 12 months to 5 April 2024. It has been prepared in line with Government guidelines and is based on rates of pay as at 5 April 2024.

This report covers RM Property & Facilities Solutions Ltd only. A separate report for Royal Mail Group Ltd is available on the International Distribution Services plc website and a report for Angard Staffing Solutions Ltd is available on its respective website.

OUR TOTAL HOURLY PAY GAP

Our mean hourly pay rates remain in favour of men, with a 22.1% difference between the average for men and women. However, it continues to improve compared to previous years. We have seen our median hourly pay rate gap decrease to 4.3%, which is driven by the alignment of cleaner pay rates over the last two years to the Voluntary Living Wage and a change in our workforce demographics.

Our pay gap is mostly driven by the different demographic of our two main groups of employees. A high proportion of our cleaning roles are occupied by women compared to higher paid engineering roles being predominantly filled by men. The management teams of these two groups also have similar characteristics, which results in the overall pay gap remaining in favour of men. The chart below shows the mean and median gaps for this year compared to last.



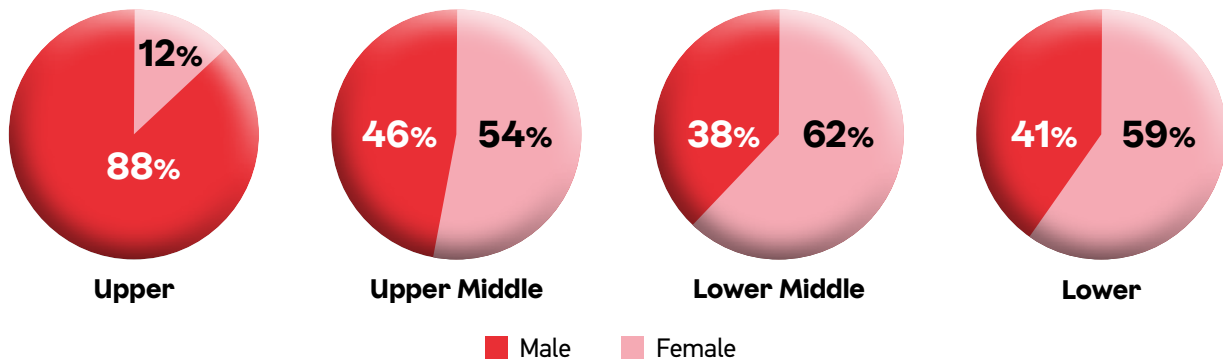
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OUR PAY QUARTILES

The chart below shows the percentage proportion of men and women in each pay quartile. The quartiles have seen some movement from last year, with an increasing female representation in the upper quartiles, due to the alignment of cleaner pay rates to the Voluntary Living

Wage and a change in workforce demographics but remain driven by the gender profiles of our cleaners and engineers. This is why we see the lower two quartiles with higher female representation and the upper two quartiles with higher male representation.

Pay Quartiles

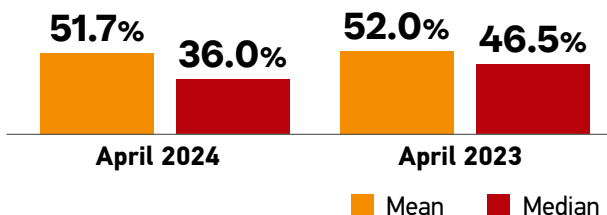


OUR BONUS GAP

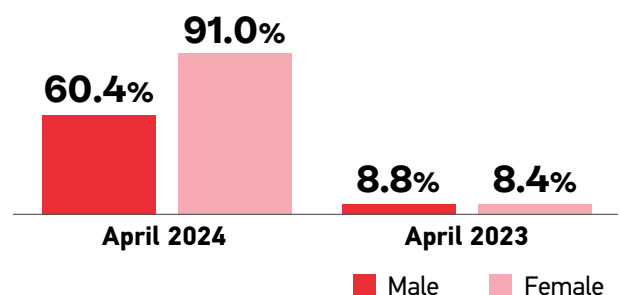
We have seen a slight reduction in the difference between our mean bonus pay to 51.7%. The difference is largely as a result of the higher proportion of men in managerial, bonus eligible roles, and the gender profile characteristics of the management population previously described (only around one third of our managers are female).

The difference between our median bonus pay has seen a greater reduction to 36.0% and we saw a significant increase in the proportion of both men and women receiving a bonus compared to 2023. This is driven by changes to the bonus approach this year and an increase in the proportion of employees receiving a bonus.

Bonus Gap



Proportion Paid a Bonus



Declaration

I confirm that the data and information contained in this report is accurate.

Stuart Davies
Managing Director RM Property & Facilities Solutions Ltd