

Gender Pay Report

RM Education Limited

RM Education Ltd is made up of two Divisions within the RM Group (RM Education and RM Results) and Corporate Services. Corporate Services includes group roles such as CEO, CFO and the Heads of certain Group functions.

RM Education is a UK focused business supplying IT software and services to schools and colleges. The RM Results Division provides IT software and services to exam boards and professional awarding bodies to help them digitise exams in the UK and internationally through the use of e-assessment. In addition, the Division manages and analyses educational data on behalf of the UK central government.

The workforce is a mix of customer support roles and technical roles supported by the key functions of sales, marketing, Finance, HR and IT.

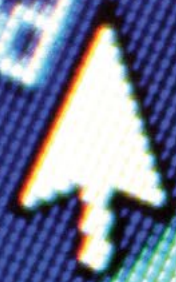
Gender Pay Reporting

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.

49/150
submitted



Marketing
16 days
target 30/0

5

Live

4



OUR FINDINGS



RM Education Ltd demographic

As at 5 April 2017

703 employees
72.5% male
27.5% female



Hourly and bonus pay

| | Mean | Median |
|----------------|-------|--------|
| Hourly pay gap | 9.4% | 7.3% |
| Bonus pay gap | 10.0% | -17.3% |

The gap is largely driven by women being under-represented in our most senior roles and in highly technical roles.



Proportion of employees receiving a bonus payment

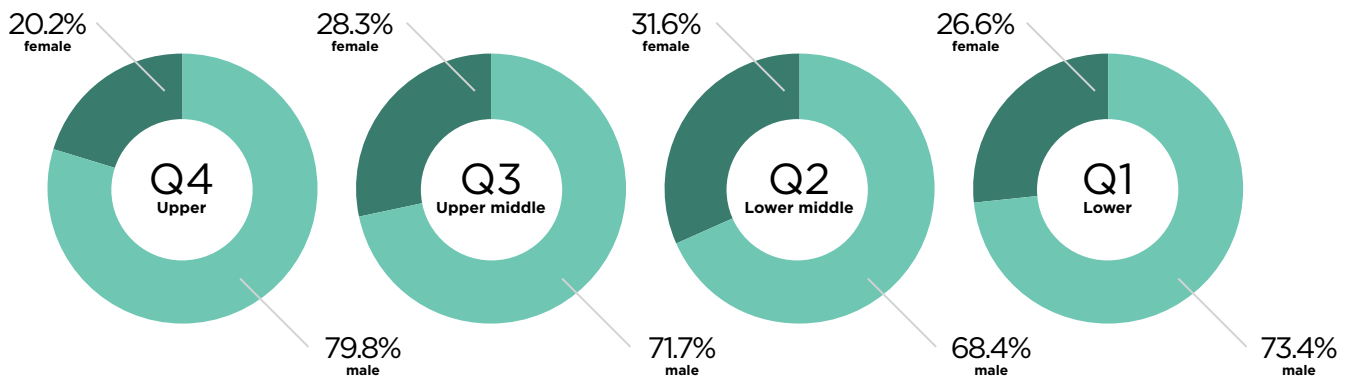
12 months preceding 5 April 2017

93.9% male employees received a bonus
92.2% 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

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:

- 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 are in the process of implementing 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
- we are exploring ways to create a strong early careers programme and will work with schools to encourage females into technical apprenticeship roles

CEO Statement

The Group 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.

David Brooks

Chief Executive Officer

