

Gender Pay Gap Reporting

RMS is committed to equality of pay & equality of opportunity for all of our direct employees and agency workers. We believe that all individuals should be free from any form of discrimination or harassment and paid equally based on their skills and abilities.

As a HR & Recruitment business a significant proportion of this population relates to agency workers, both permanent and temporary who are engaged at our client's sites where we do not have direct control of pay rate, therefore the information in this report is not a true reflection of either workforce.

Our direct employees represent less than 1% of the data, further impacting the gender pay gap analysis.

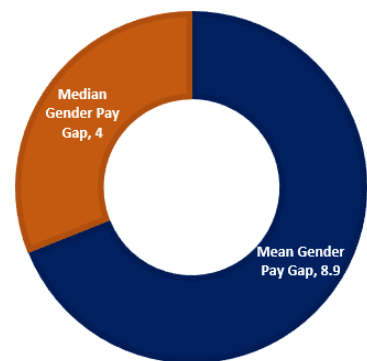
We do however endeavour to put forward a fair representation of male and female workers for each role. This is something we continually strive to improve across all sectors and all levels of role.

Mean and median gender pay gap

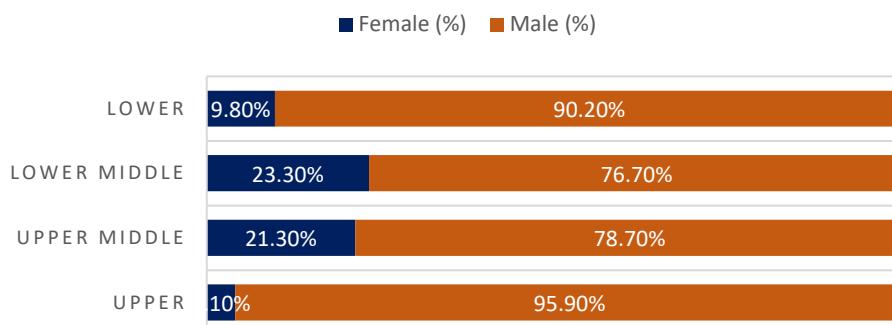
The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The **Mean Pay Gap** is the difference between average hourly earnings of men and women. **Mean:** 8.9%

The **Median Pay Gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. **Median :** 4%



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.

This includes agency workers and direct employees.

Industry Context

RMS employs a large workforce in the automotive, warehousing, and manufacturing sectors, which are historically male-dominated industries. While this has an impact on our gender pay gap figures, we are actively working to increase female representation across all sectors.

Final Summary

While we acknowledge the gender pay gap at RMS, we remain committed to improving gender diversity and ensuring an inclusive workplace. We will continue to implement strategies aimed at reducing disparities and fostering an equitable environment for all employees.

Declaration

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

This report has been approved by Leon Butt, Finance Manager



EMPLOYER RECOGNITION SCHEME

SILVER AWARD 2025
Proudly supporting those who serve.



REC

Corporate
Member