



Group

RS GROUP PLC

**2021/22  
GENDER PAY  
GAP REPORT**



# INTRODUCTION

**Welcome to the RS Group plc (formerly Electrocomponents), gender pay gap report which provides a snapshot on the difference in average pay between all men and women within RS Group plc and UK entities employing more than 250 people, as at 5 April 2021.**

As an organisation we place a strong focus on diversity and inclusion, however, we recognise that for this to be reflected in our gender pay gap numbers will take time. Our median pay gap sits in the low 20s and has seen a 3% reduction since we began reporting in 2018.

The most positive trend we have observed since we began reporting is a slow, but steady increase in the number of women in our top pay quartile as women begin to move into more senior roles.

We have now set targets for female representation at senior level as 40% by 2030. Our ongoing actions to increase female participation at senior levels will help us to close our pay gap. It is our aim to provide a place of work where everyone can bring their true self to work. We know we still have a lot to do.

We continue to have robust systems in place to ensure we provide equal pay.



# INITIATIVES TO IMPROVE GENDER DIVERSITY & INCLUSION

## **Driving cultural change**

We know that culture is the catalyst for greater inclusion, so this is where we started. We introduced inclusion training for all employees globally to build our awareness around bias and the impact this has on our culture. This will be delivered annually for all employees in their native language. Cultural change requires more than 45 minutes of inclusion training, therefore we commenced an eight week immersive inclusion programme called Include Me. 300 people leaders globally have started Include Me, so that they can really understand their leadership style and how they can be a more inclusive leader. The pandemic fundamentally changed the way we work, and we recognise that harnessing the flexibility and providing autonomy to women enabling them to be successful is something we need to get better at to ensure we attract and retain talented senior women globally.

## **A balanced playing field**

Our talent acquisition teams work closely with our hiring managers to ensure we challenge ourselves for all senior roles so that long and short recruitment lists have fair representation of women. Broader than this though, we continue to evolve and neutralise job adverts, seek recruitment platforms that increase attraction, focus on balanced interview panels and be cognisant of our biases.



# INITIATIVES TO IMPROVE GENDER DIVERSITY & INCLUSION

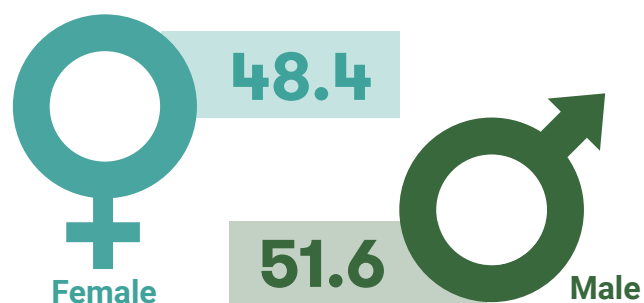
## Helping women to thrive in our business

Elevate is our women's (Employee Resourcing Group) ERG which has grown over the last two years to have a global presence. Elevate continues to support women and allies within our business and raise our consciousness around a variety of topics that support the development and progression of women. Additionally, we run a number of mentoring and development programmes to support the internal development and progression of our women to help address the gender pay gap we acknowledge at the top of our organisation.

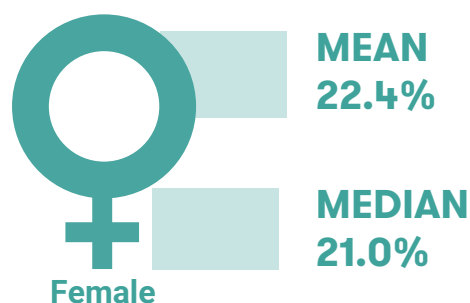


# OUR DATA: ALL EMPLOYEES IN THE UK (AT 5 APRIL 2021)

## GENDER SPLIT (%)



## FEMALE PAY GAP HOURLY RATE



## FEMALE BONUS PAY GAP



Our gender split remains well balanced.

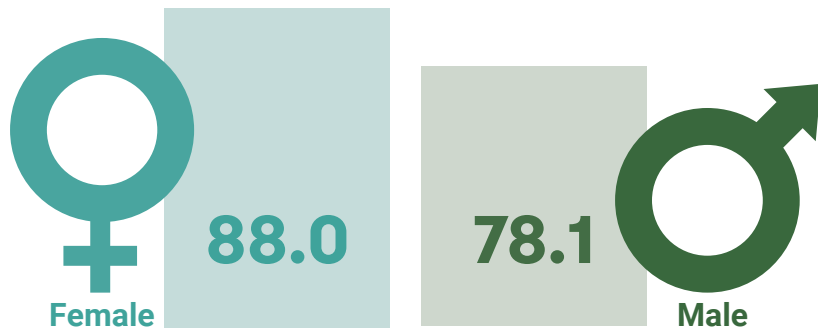
Our median and mean pay gaps have reduced by 1 and 6.1% respectively since we last reported in 2019.

Our bonus pay gap has slightly increased at mean but reduced substantially at median. This was driven by last years' bonus for the Chief Executive Officer, Chief Financial Officer and Senior Management Team being delivered solely in shares which are therefore not reflected in the pay gap. Had the bonus been paid in cash to these recipients, the bonus pay gap, remains largely unchanged. Bonus targets as a percentage of base salary increase with seniority and therefore the higher number of men at a senior level has an impact on the gap.

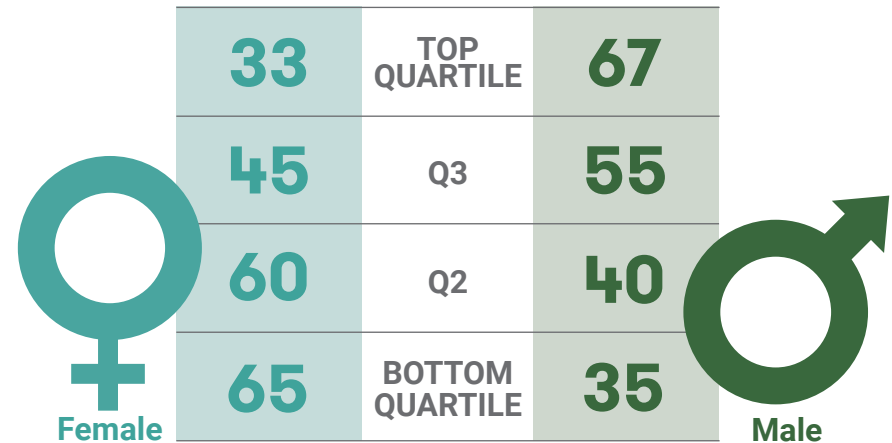


# OUR DATA: ALL EMPLOYEES IN THE UK (AT 5 APRIL 2021)

RECEIVING BONUS (%)



PAY QUANTILES (%)



We are proud that all permanent UK employees are eligible to participate in bonus programmes. Our IESA team began their participation from June 2022, so we will see higher figures in our next report.

Over the period we have been reporting there has been a 2% upward trend in the percentage of women in our top pay quartile.



# ACROSS OUR LEGAL ENTITIES

We have three employing legal entities in the UK with more than 250 employees. Data for Electrocomponents plc (now RS Group) is illustrated below.

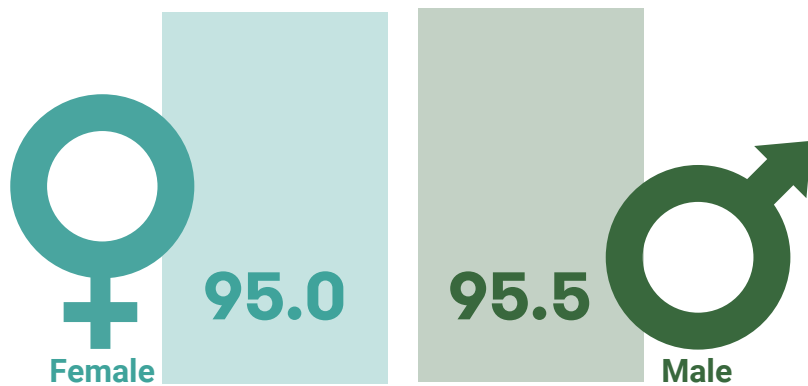
## FEMALE PAY GAP HOURLY RATE



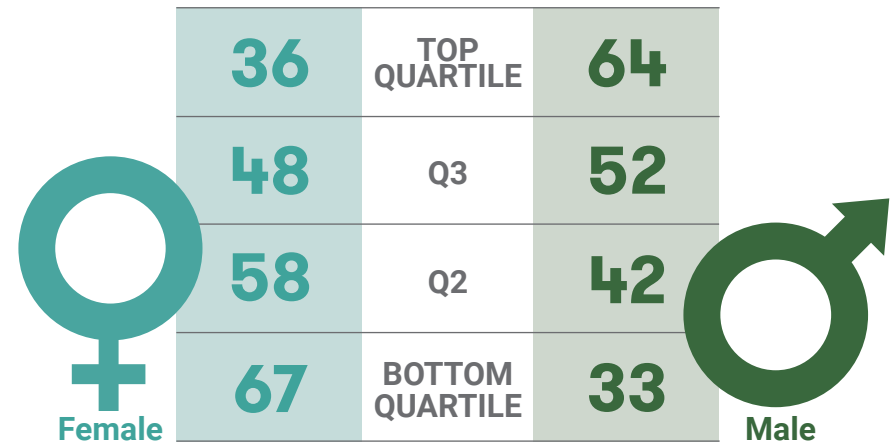
## FEMALE BONUS PAY GAP



## RECEIVING BONUS (%)



## PAY QUANTILES (%)



# ACROSS OUR LEGAL ENTITIES

We have three employing legal entities in the UK with more than 250 employees. Data for RS Components Limited (now RS UK) is illustrated below.

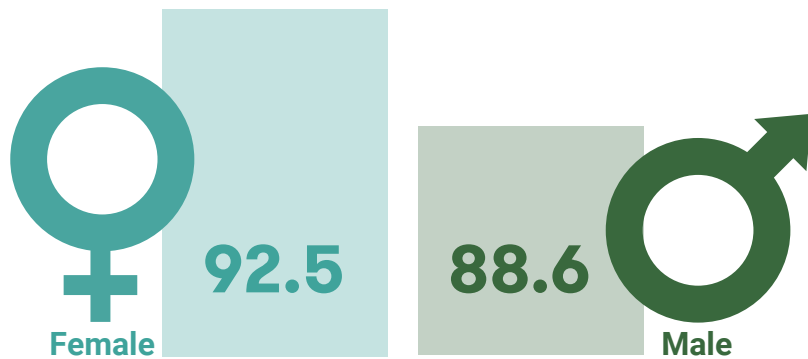
## FEMALE PAY GAP HOURLY RATE



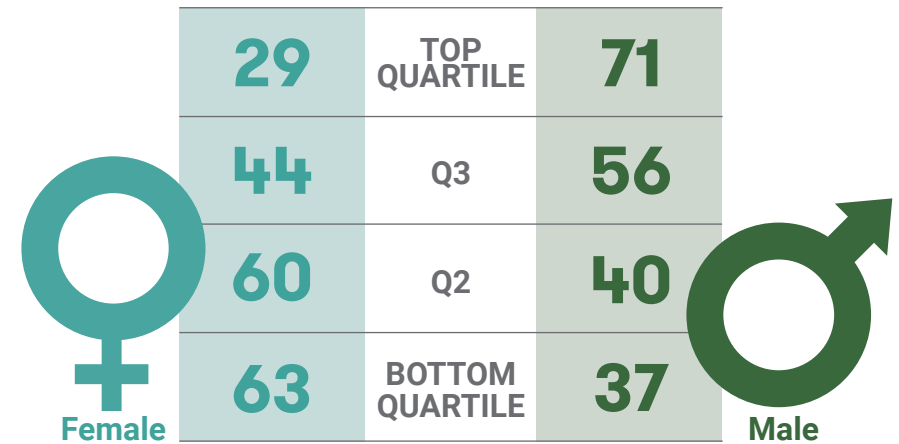
## FEMALE BONUS PAY GAP



## RECEIVING BONUS (%)



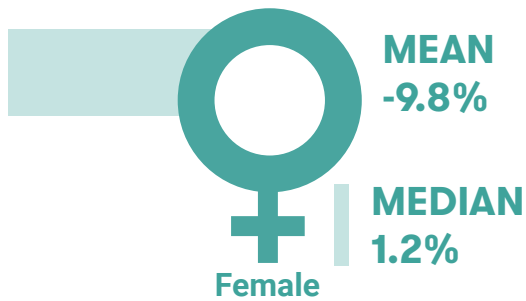
## PAY QUANTILES (%)



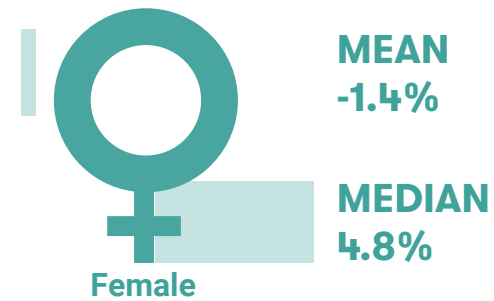
# ACROSS OUR LEGAL ENTITIES

We have three employing legal entities in the UK with more than 250 employees. Data for IESA Limited is illustrated below.

## FEMALE PAY GAP HOURLY RATE



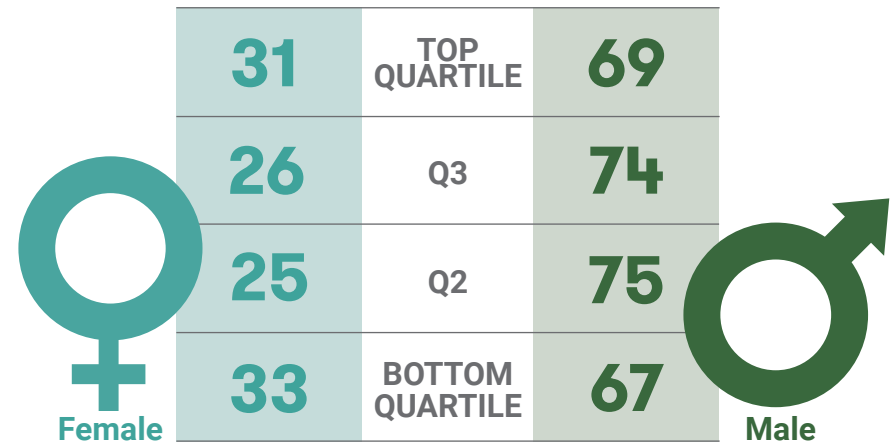
## FEMALE BONUS PAY GAP



## RECEIVING BONUS (%)



## PAY QUANTILES (%)



I confirm the data reported is accurate

A handwritten signature in black ink, appearing to read 'Jordan Barry', written over a horizontal line.

**Jordan Barry**  
**Chief People and Culture Officer**

