



RM PROPERTY & FACILITIES SOLUTIONS LTD 2025 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 strive to create an inclusive, fair, respectful and accessible working environment for all, and create an inclusive culture where everyone feels like they belong. 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 2025. It has been prepared in line with Government guidelines¹ and is based on rates of pay as at 5 April 2025.

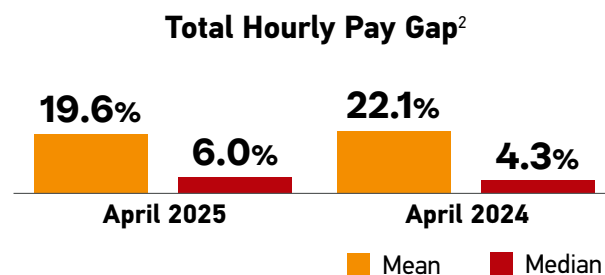
This report covers RM Property & Facilities Solutions Ltd only. A separate report for Royal Mail Group Ltd is available on the International Distribution Services website and a report for Angard Staffing Solutions Ltd is available on its website.

OUR TOTAL HOURLY PAY GAP

Our mean hourly pay rates remain in favour of men, with a 19.6% difference between the average for men and women, and it continues to improve compared to previous years. We have seen our median hourly pay rate gap slightly increase to 6.0% following small movements in role 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, and the gender representation is replicated in the management teams of these two groups. This 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.



¹ Pursuant to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017).

² Percentage difference between women's and men's mean or median hourly pay. A positive figure shows that typically women received lower mean or median hourly pay than men.

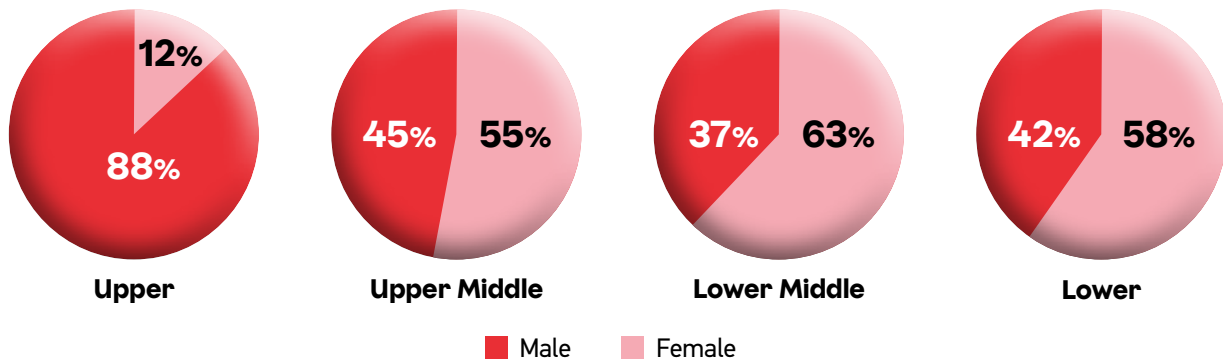
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OUR PAY QUARTILES

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 ongoing 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 Quartiles³

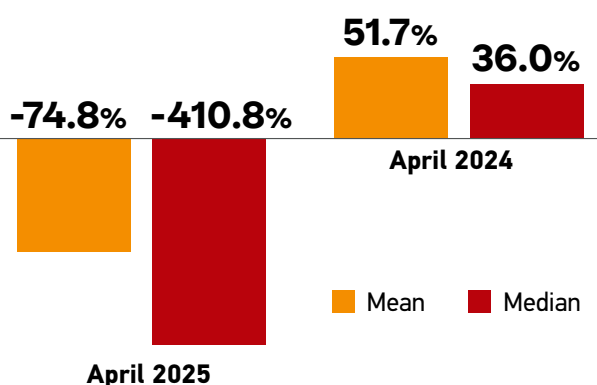


OUR BONUS GAP

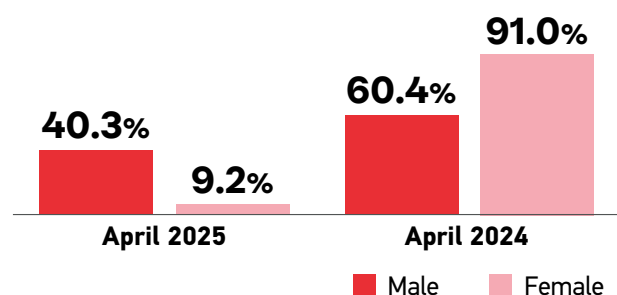
We have seen a significant movement in the bonus gap in favour of women, with a mean gap of -74.8% and a median gap of -410.8%. The difference is largely as a result of a lump sum bonus being paid to a specific population where roles are predominately filled by men. These were lower payments in comparison to bonuses paid to women who are in managerial bonus eligible roles receiving a higher value bonus payment.

The lump sum payment has driven the movement in the proportion of males receiving a bonus comparative to females, with the female proportion reverting to a more typical percentage across the population but reducing the median bonus value.

Bonus Gap⁴



Proportion Paid a Bonus⁵



Declaration

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

Neil Chaplain
Company Director

³ Proportion of men or women as a percentage distribution in each pay quartile.

⁴ Percentage difference between women's and men's mean or median bonus pay. A negative figure shows that typically women received higher mean or median bonus pay than men.

⁵ Proportion as a percentage of men or women who receive a bonus payment.