

Retail Merchant Services Gender Pay Gap Report

Retail Merchant Services (RMS) is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2018.

- The median gender pay gap for RMS is 16.9%.
- The mean gender pay gap for RMS is 41.8%.
- The median gender bonus gap for RMS is 47.2%.
- The mean gender bonus gap for RMS is 58.7%.
- The proportion of male employees in RMS receiving a bonus is 62.8% and the proportion of female employees receiving a bonus is 60.9%.

Pay quartiles by gender

Band	Males	Females	Description
A	30.0%	70.0%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	61.0%	39.0%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	56.7%	43.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	83.1%	16.9%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Retail Merchant Services' gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

RMS is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- carry out pay reviews at regular intervals;
- evaluate job roles as necessary to ensure a fair structure and market value.

RMS is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

What is Retail Merchant Services doing to address its gender pay gap?

While RMS' gender pay gap compares broadly with that of organisations within the industry, this is not a subject about which Retail Merchant Services is complacent, and it is committed to doing everything that it can to reduce the gap. The steps that Retail Merchant Services take to promote gender diversity in all areas of its workforce include the following:

- Ensuring our recruitment processes are gender neutral as we work to mitigate a conscious bias, particularly in the selection process of a candidate
- Actively promote our flexible working policy which is clear that employees in all areas and levels of the organisation will be considered for flexible working, regardless of their role and level of seniority, and that flexible working need not be limited to part-time working. By doing so we will create a more engaged, productive workforce
- RMS is committed to supporting employees prior to, during and on return from maternity and other parental leave

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, RMS is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Jeremy Nicholls, Chief Financial Officer, confirm that the information in this statement is accurate.

4 April 2019