

Gender pay gap report 2017

Published in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data as of 5 April 2017.*

Our gender pay gap: a snapshot

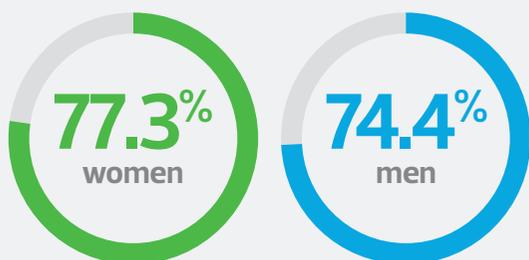
Mean pay gap **15.7%**

Median pay gap **17.7%**

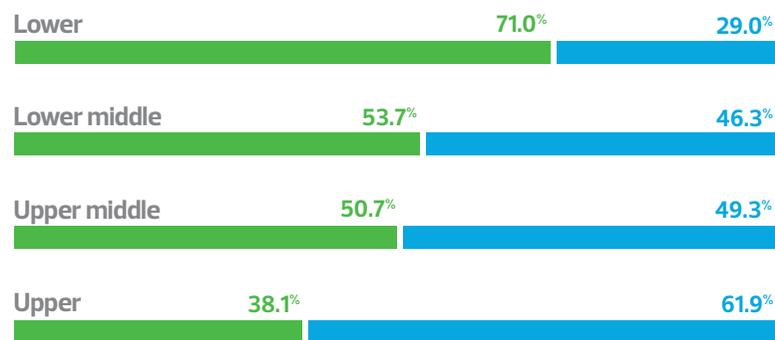
Mean bonus gap **25.1%**

Median bonus gap **0.0%**

Percentage receiving a bonus



Pay quartiles by gender



At RSM we strive to ensure equality of opportunity and reward, and to enable and encourage all our employees to progress and fulfil their potential. We want to be an employer of choice for diverse talent.

Female Male

'Through collaboration and commitment on the part of employer and employee, a rewarding and fulfilling career can be available to every single person at RSM. Diversity of gender, gender identity, race, religion or belief, age, marriage or civil partnership, disability, pregnancy or parenthood, and sexual orientation, makes RSM a more vibrant and inclusive place to work. We are better able to care for each other and our clients when we support and celebrate the individual.'

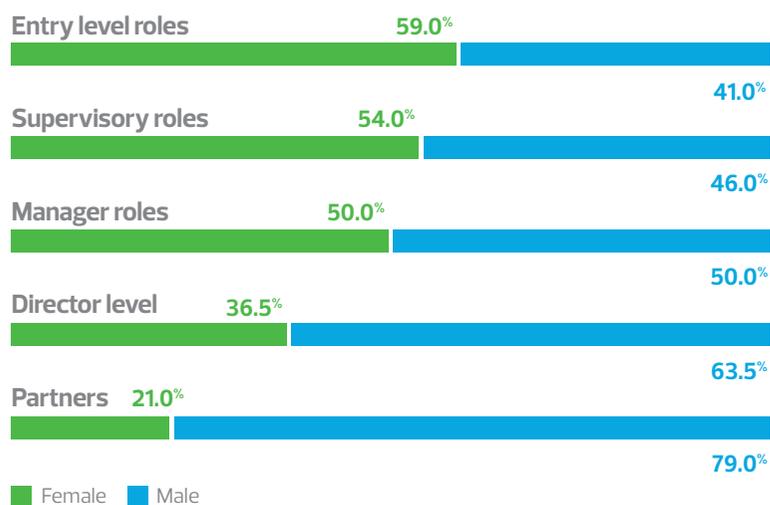
Penrose Foss, General Counsel and diversity lead

*The figures within this document include all employees of RSM UK Tax and Accounting Limited and RSM UK Management Limited, which are required to report separately.

Our remuneration policy

RSM has a consistent, firm-wide approach to remuneration, intended to ensure that employees are paid fairly, regardless of any personal characteristic. There are several factors that affect pay and result in remuneration differences including; grades, seniority within grades, location and performance levels. Regardless of those differences, gender equality checks are built into our salary review process as standard. Our salary and promotion approval process is multi-layered meaning that salary and promotion proposals across the firm are independently reviewed by our HR, reward and senior management teams.

Gender split by role



In common with other employers in our sector, our gender pay gap is primarily due to a lower proportion of female employees in our most senior roles.

Supporting and empowering our employees

An introduction to some of the initiatives designed to empower our people.



Enhanced maternity package: our offer is amongst the best in our sector. This allows us to not only attract the best female talent but also encourages those employees to return to us, following maternity leave, to continue their careers. The same enhanced package applies to those taking adoption leave.



WorkLife initiative: flexible working practices and other benefits tailored to suit individual lifestyles, enabling our employees to balance their careers with their caring responsibilities.



Diversity training: mandatory training on diversity and unconscious bias for all line managers, with a focus on gender diversity.



Career mentoring programme: our senior female employees are encouraged to be actively involved to mentor emerging female talent across the business. They provide coaching, guidance, support, and the benefit of their insight and experience.



Diversity steering group and champions: led by senior management the steering group allows diversity and inclusion issues to be canvassed in a safe, inclusive and creative environment. Every RSM office has a diversity champion.

Over the coming year, and beyond, we will continue to work to ensure our senior roles are accessible regardless of gender, in keeping with our strategy to recruit and retain the best people.

Existing provisions will be enhanced by an improved reorientation programme for our maternity returners including tailored development support and training for line managers to help them provide appropriate career support, aimed at the retention of our high potential female managers.

I confirm that RSM's gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Gwilliam

Director, RSM UK Tax and Accounting Limited and Baker Tilly Management Limited