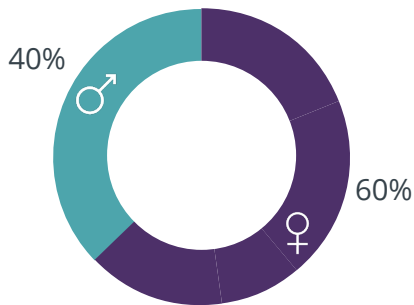


# Gender pay gap report 2023

This report provides a snapshot of our gender pay gap results as at April 2023 and our continued areas of focus

## Men/women ratio

472 UK employees

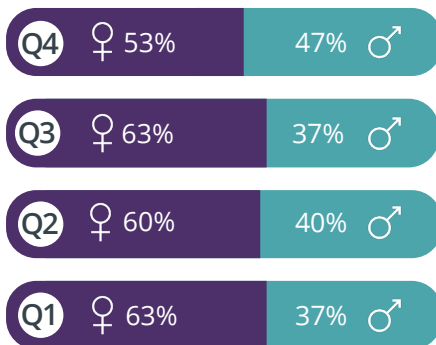


10% Mean gender pay gap

8% Median gender pay gap

## Pay quartiles

Our gender proportions across pay quartiles



52% Mean bonus gender pay gap

26% Median bonus gender pay gap

Proportion of UK employees receiving a bonus



## Our results

- We have seen a continued decrease in our mean and median gender pay gap. Our median (middle) gender pay gap is 8% (17% in 2022), which is significantly lower than the UK gender pay gap of 14.3%. Our mean (average) gender pay gap is 10% (19% in 2022).
- We have seen an increase in women represented in our top pay quartiles, which reduced our gender pay gap in 2023.
- A greater number of women received a bonus in 2023 (9%) compared to 2022 (5%), reflecting a greater representation of women in roles that attract a bonus. However, the average bonus paid to men was greater, and the mean measure was influenced by a small number of high payments.
- Inclusivity is one of our core values. We have invested more resource in our DE&I team and continue to see the development of several Employee Resource Groups (ERGs):
  - PRIDE at RICS
  - Race, Ethnicity and Cultural Heritage (REACH) Network
  - Accessibility Network
  - Mental Health Network
  - Menopause Group

## We will continue to make a difference by

- Focusing on gender representation across RICS, as well as other diversity characteristics. This is part of building a diverse and inclusive culture where all colleagues feel included and valued, with equitable opportunities to develop, thrive and achieve their full potential.
- Achieving the right gender balance across all parts of RICS. In all but one quartile we have achieved a split that almost matches our men:women ratio and we are very close to achieving this in all quartiles. We will continue to monitor this.
- Ensuring we have diverse representation across our senior leadership and Executive team.
- Focusing on balanced shortlists for senior leadership and Executive roles.
- Making inclusion a part of our everyday actions.
- Ongoing collaboration between the DEI and People Team to develop and implement the internal DEI strategy and programme of work required to shape a more inclusive culture in RICS.
- Ongoing promotion of ERGs and ensuring through collaboration that there is continuous promotion and celebration of diversity and inclusion.