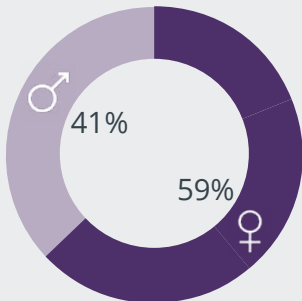


# Gender pay gap report 2024

A snapshot of our gender pay gap results as at April 2024 and our continued areas of focus

## Men/women ratio

461 UK employees

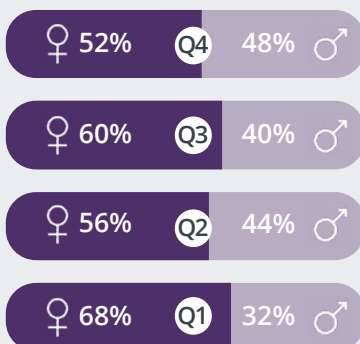


8.6% Median gap

13.6% Mean gap

## Pay quartiles

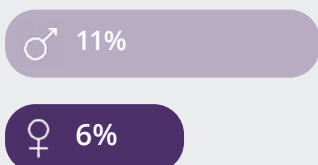
Our gender proportions across pay quartiles



-3% Median bonus gap

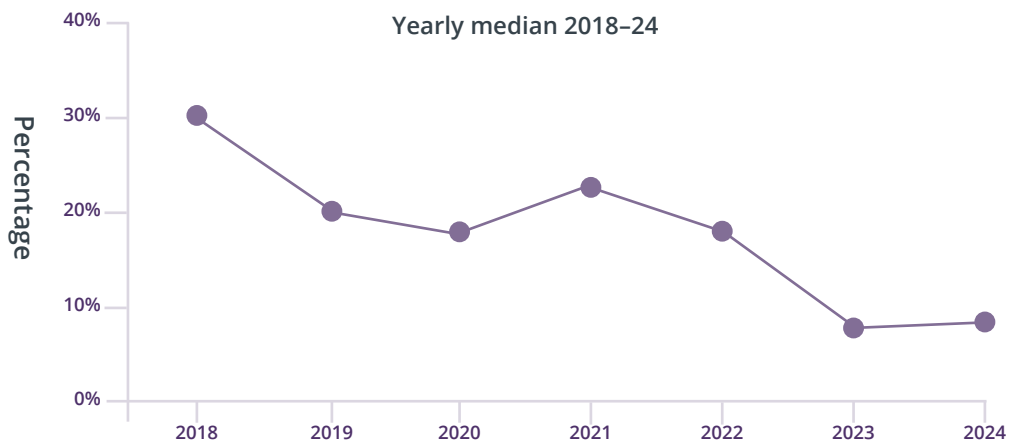
34% Mean bonus gap

UK employees receiving a bonus



## Our results

- Our median gender pay gap remains at a similar level to 2023 and continues to be lower than the 2024 UK gender pay gap of 13.1% and the 2024 industry gender pay gap of 19.1%
- We have seen a significant decrease in our mean and median bonus gap from 2023. The median bonus gap reflects a negative %, indicating women received a higher bonus payment for the snapshot period.
- Inclusivity is one of our core values. In 2024, RICS' DE&I team created a [DE&I strategy](#) covering aims and priorities through to 2026. Significant progress has already been made internally to improve processes, increase knowledge and understanding to deliver meaningful change.
- RICS employee-led womens network was launched in 2024 in collaboration with the HR team and the DE&I team, developed a new reproductive health policy. We also enhanced our parental leave policies and introduced a Disability inclusion framework to ensure employees are getting the support they need, when they need it.



## 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.
- Ensuring we continue to have diverse representation across our senior leadership and Executive team. Recruitment of a full RICS Executive team was completed in 2024 and we have achieved gender balance in the team of 45% women and 55% men.
- Focusing on appropriately balanced shortlists for senior leadership and Executive roles.
- Making inclusion a part of everyday actions.
- Ongoing collaboration between the DE&I and People team to develop and implement the internal DE&I strategy and programme of work required to shape a more inclusive culture.
- Ongoing promotion of Employee Resource Groups and ensuring there is continuous celebration of diversity and inclusion. Our ERGs are listed on p17 of the DE&I strategy.