

# OUR 2018 GENDER PAY GAP REPORT

At RR Donnelley we are committed to gender parity.

**Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all companies in the UK with 250 or more employees are required to report their gender pay gap.**

**The report must include:**

1. The difference in the mean and median pay of male and female employees;
2. The difference in mean and median bonus pay of male and female employees;
3. The proportions of male and female employees who were paid a bonus in the previous year; and
4. The numbers of male and female employees employed in quartile pay bands.

The 2018 report provides a snapshot of the gender balance within RR Donnelley UK Limited as at 5 April 2018. It also shows the difference between the average (median and mean) earnings of all male and female employees, irrespective of their role.

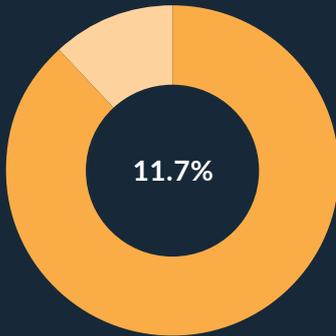
The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar job or work of equal value.

## Gender pay gap

Difference between men and women

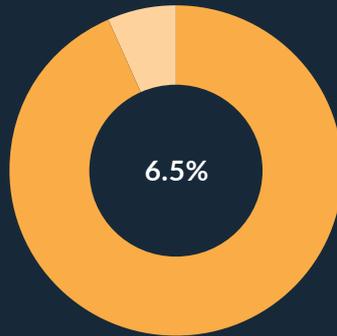
### Hourly pay (mean)\*

■ Pay gap



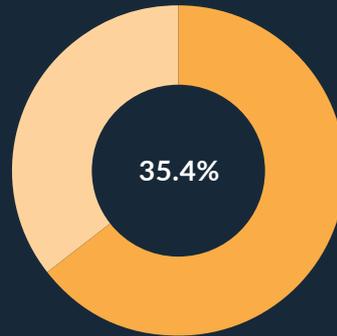
### Hourly pay (median)\*

■ Pay gap



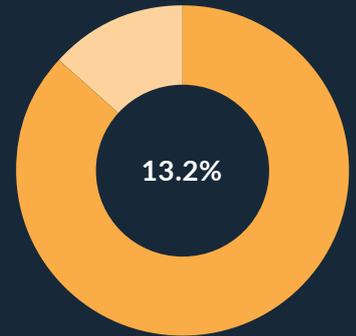
### Bonus pay (mean)

■ Pay gap



### Bonus pay (median)

■ Pay gap



The table above shows our mean and median hourly pay and bonus pay gaps. The hourly pay gap is based on the snapshot date of 5 April 2018. The bonus pay gap is based on the 12-month period to 5 April 2018.

The hourly pay of female employees is currently 11.7% lower on average when compared to male employees in the Company. This is an improvement on our 2017 report when the mean hourly pay for our female employees was 13.4% and the median hourly pay for our female employees was 13.0%.

The mean bonus pay gap for 2018 is also better than 2017 when we reported 54.0%. The mean bonus pay gap includes long term incentives paid to our most senior leaders, who are predominantly male. We have seen the gap close on the median bonus pay from 16.2% to 13.2%.

There is still much work to be done but we are moving in the right direction to close our pay gap. We are confident that men and women are paid equally for doing equivalent jobs across our business.

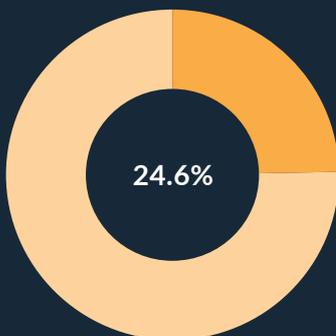
\* For the purposes of Gender Pay Gap reporting, pay is expressed as an hourly rate and is calculated taking into account ordinary pay and the weekly working hours for relevant employees.

## Proportion of employees receiving a bonus

By gender

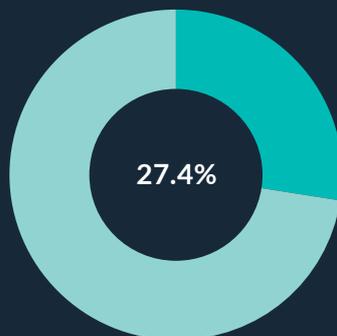
### Bonus pay

■ Women



### Bonus pay

■ Men

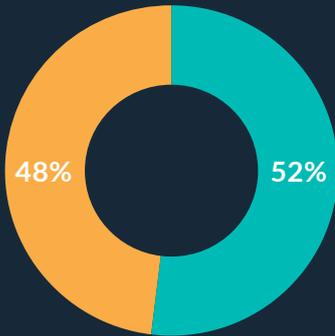


## Percent of male and female employees

By quartile

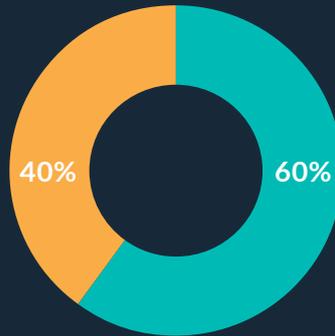
### Lower quartile

Women Men



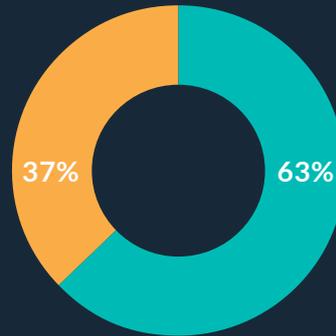
### Lower middle quartile

Women Men



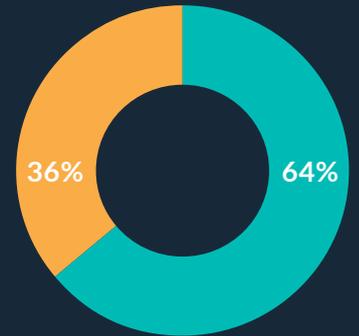
### Upper middle quartile

Women Men



### Top quartile

Women Men



The table above shows the gender distribution across RR Donnelley UK Limited in equal sized quartiles as at the snapshot date of 5 April 2018.

At RR Donnelley we believe that our commitment to diversity and inclusion is fundamental to our ability to meet the needs of our current and future clients, drives business success and promotes a high-performance culture.

### Declaration

We confirm that our gender pay data has been calculated in line with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Mike Gordon**  
President  
Global Services

**Lorraine Findlay**  
Vice President  
Human Resources Europe

### Our People Excellence Strategy

We will employ and develop the best people to deliver excellence for our clients. We will create a high performing team based culture and provide an environment for innovation. We will provide clear direction to help meet our clients' needs.