

OUR 2017 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 2017 report provides a snapshot of the gender balance within RR Donnelley UK Limited as at 5 April 2017. It also shows the difference between the average (median and mean) earnings of all male and female employees, irrespective of their role.

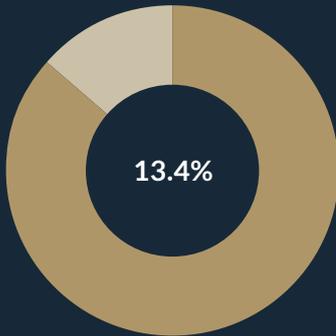
The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar job or work of equal value.

Gender pay gap

Difference between men and women

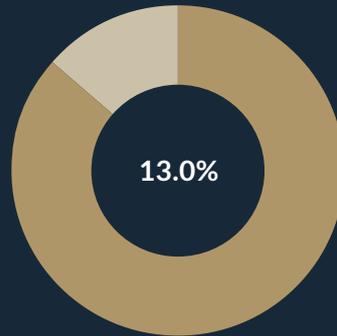
Hourly pay (mean)*

■ Pay gap



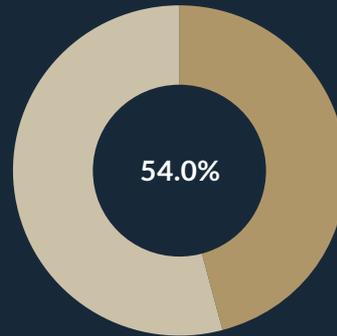
Hourly pay (median)*

■ Pay gap



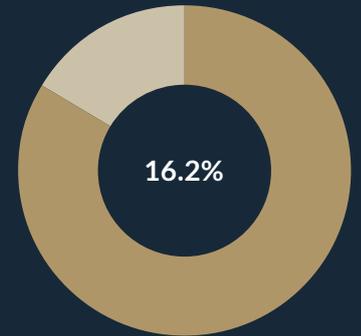
Bonus pay (mean)

■ 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 2017. The bonus pay gap is based on the 12-month period to 5 April 2017.

The hourly pay of female employees is currently about 13% lower on average when compared to male employees within the Company. Although this compares favourably with the national average of around 20%, we recognise there is still work to be done to reduce our pay gap.

The mean bonus gap for 2017 is impacted by long-term incentives that vested in 2017 along with a one-time corporate demerger incentive paid to our most senior leaders, who are predominantly male. These additional incentives skew the bonus gap in 2017.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

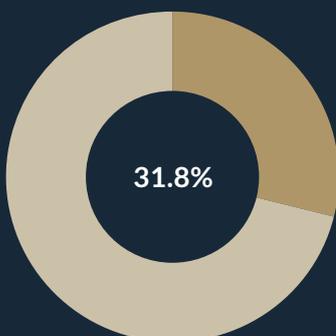
* For the purposes of Gender Pay Gap reporting, pay is expressed as an hourly rate and is calculated taking into account ordinary pay and the weekly working hours for relevant employees.

Proportion of employees receiving a bonus

By gender

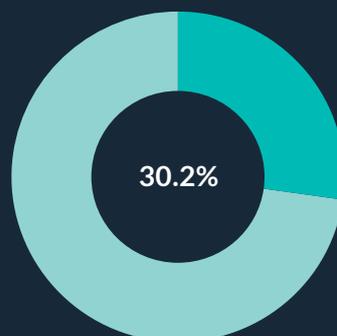
Bonus pay

■ Women



Bonus pay

■ Men



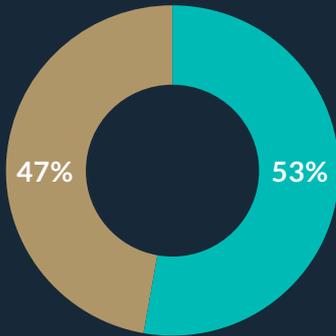
In 2017 more female employees were paid a bonus when compared with male employees.

Percent of male and female employees

By quartile

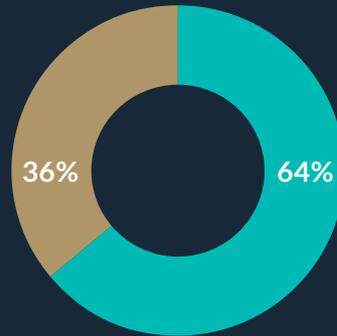
Lower quartile

■ Women ■ Men



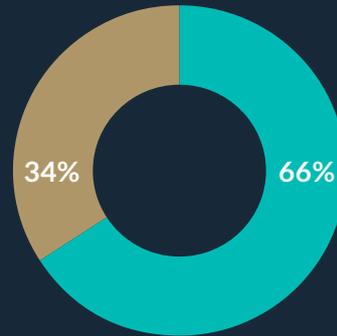
Lower middle quartile

■ Women ■ Men



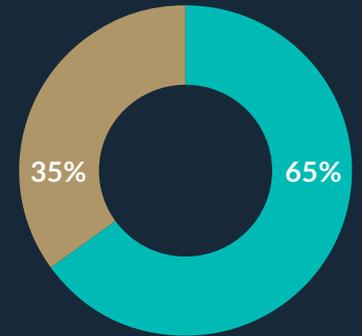
Upper middle quartile

■ 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 2017.

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 promote 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

In November 2017 RR Donnelley took the ParityPledge™, building on its commitment to improving the pathway for women in leadership positions and increasing representation of women in senior leadership positions. The ParityPledge strengthens our commitment to gender parity in the workforce.