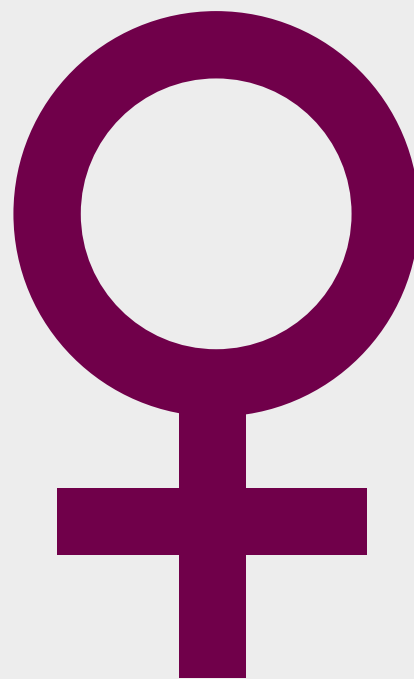
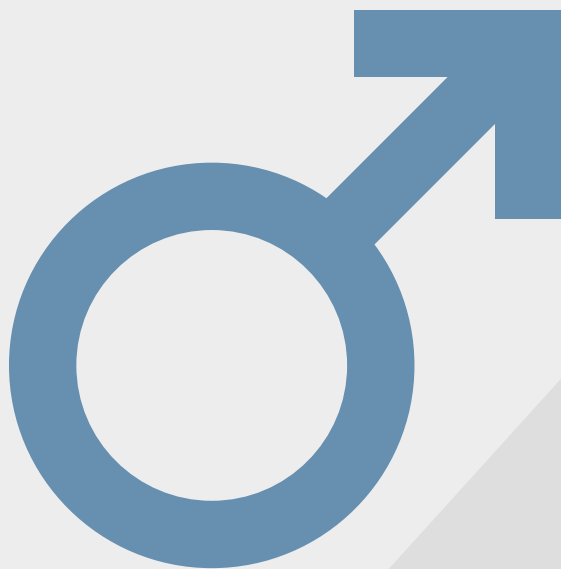


RPS GROUP Ltd Republic of Ireland

# GENDER PAY GAP REPORT

Reporting Date: 30 December 2022

Snapshot date: 30 June 2022



**RPS**

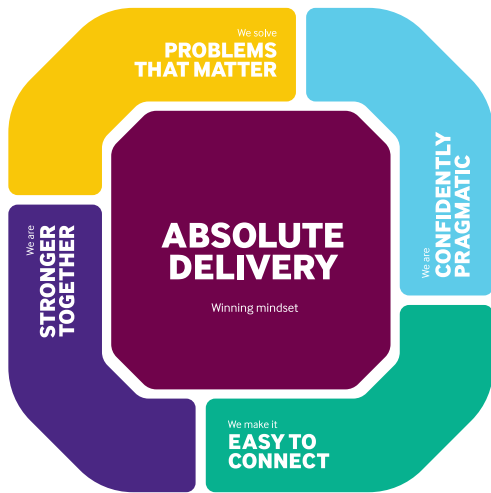
Founded in 1970, RPS is a leading global professional services firm of more than 5,000 consultants and service providers. With experience across 125 countries and six continents, we define, design, and manage projects that matter to a complex, urbanising, and resource-scarce world.

Our people are the key to our success; to living our purpose of creating shared value and delivering on our promise to 'make complex easy' for our clients.

We know that to realise our potential we must have the right people in the right place, and give them opportunity to be and do the best they can.

Creating and supporting a diverse and inclusive workplace is fundamental to this, and is reflected in our people priority, to 'make RPS a great place to do great work'. Underpinning this priority, and focusing our people related activity, are our core people principles and our reward principles shown below.





These, alongside our RPS Behaviours, ensure that all our interactions and Human Resource practices are based on respect, empathy, and fairness.

### Our commitment

We are committed to embedding diversity and inclusion principles in all our people processes, to enable us to be as diverse as the communities and clients we work with. To attract, develop and retain the best available talent for the company's future, removing all barriers to making the best and most appropriate use of that talent globally.

### RPS Group Ltd. Republic of Ireland (ROI) Gender Pay Gap

This gender pay gap report is published in accordance with the Irish Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. These require Irish registered companies with more than 250 employees to publish their gender pay gap, along with other prescribed information yearly. RPS Group Ltd, registered in Ireland, meets this criterion.

**RPS Group Ltd** is a leading Irish registered firm which is part of the global RPS group. RPS Group Ltd provides professional services to clients across four main sectors: Buildings & Infrastructure; Environment, Planning and Resources; Transport Infrastructure; Water and Utilities.

Females represent 24% of our workforce with males representing 76%. Both males and females work at operational levels in engineering and environmental consulting, supervisory, professional and leadership roles.

The report below is based on a 'snapshot' of data taken on 30 June 2022. All statistics were compiled using the standards set out in the relevant regulations.

RPS Group Ltd has a mean gender pay gap of 13.1% and a median gender pay gap of 14.7%. This reflects that:

- a disproportionately high number of males work in the upper quartile pay bands, and
- a disproportionately high number of females work in the lower pay bands.

These disproportions reflect that:

- professionally qualified and experienced employees are higher paid than others, and
- historically, more males than females have chosen engineering related career paths.

## Making progress

Investing in our people remains one of our three strategic priorities, which is driving significant progress. Our diversity of talent is a major part of what makes RPS a great place to do great work.

Much has been achieved since we implemented a pay for performance philosophy in 2019, supported by a globally consistent framework for managing performance and development, annual pay reviews, a bonus scheme and bonus payments.

We have continued to update and improve our family friendly policies, such as increasing the level of paid maternity and paternity leave, and offering flexible working arrangements.

I confirm that the Gender Pay Gap calculations and the data provided for RPS Group Ltd are accurate as of the snapshot date, 30 June 2022.



**Diane Christensen**  
**Group People Director**

## RPS Group Ltd

The purpose of Gender Pay Gap reporting is not to identify whether females are paid the same rate as males for equivalent roles. Instead, Gender Pay Gap reporting identifies the difference between male and female average earnings across the organisation. Consequently, an organisation that adheres to the spirit and letter of equal pay legislation, but has more males in higher paid roles, will have a gender pay gap.

### Regulation 7

(a) Mean hourly remuneration (all employees):	13.1%
(b) Mean hourly remuneration (part-time employees):	-0.4%
(c) Mean hourly remuneration (temporary contracts):	26.7%

### Regulation 8

(a) Median hourly remuneration (all employees):	14.7%
(b) Median hourly remuneration (part-time employees):	14.6%
(c) Median hourly remuneration (temporary contracts):	47.5%

### Regulation 9

(a) Mean bonus:	34.4%
(b) Median bonus:	34.6%
(c) % of employees received bonus	F 2.2% M 5.1%
(d) Benefits in kind	F n/a M n/a

### Regulation 10

(a) Lower quartile band proportion	F 28.3%	M 71.7%	} F 68.0% M 45.6%
(b) Lower middle quartile band proportion	F 27.8%	M 72.2%	
(c) Upper middle quartile band proportion	F 10.0%	M 90.0%	} F 32.0% M 54.4%
(d) Upper quartile band proportion	F 16.7%	M 83.3%	

### Notes

1. The overall ratio of females to males in RPS Group Ltd is 24.0%. This is indicative of the disparity in the number of females and males pursuing engineering related courses at university and subsequent careers.
2. Males are more evenly spread across the four quartiles, with 45.6% of males compared to 68.0% of females in the lower two quartiles and with 54.4% of males in the upper two quartiles compared to 32.0% of females. There are proportionately more females in the lower pay bands and fewer in the higher pay bands, which is especially prevalent in the upper middle quartile.
3. There are disproportionately more male employees on temporary contracts. These contracts tend to be higher paid site supervision contracts and account for the gender pay gap for temporary contracts.