RPS GROUP UK
GENDER PAY GAP REPORT

Reporting Year: 22/23
Snapshot date: 5 April 2022
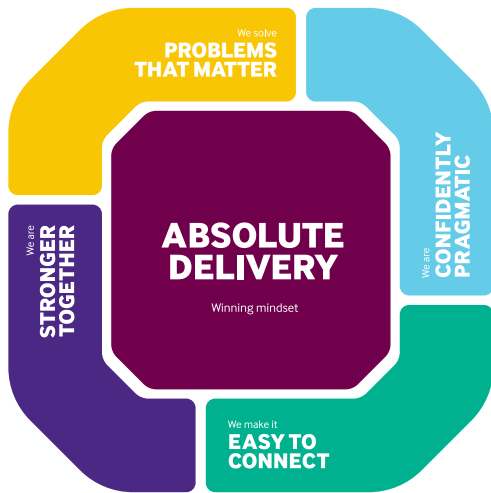
rps MAKING COMPLEX EASY
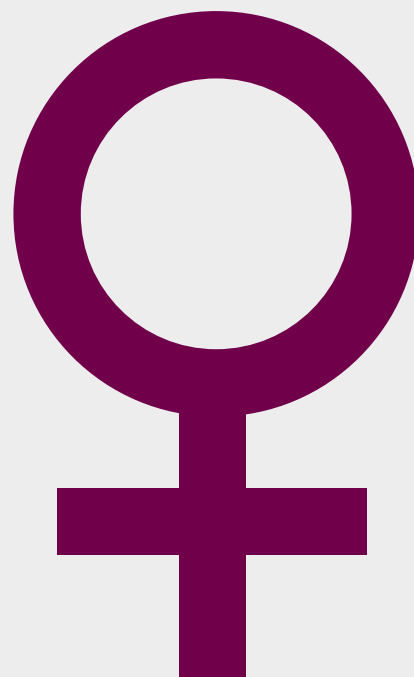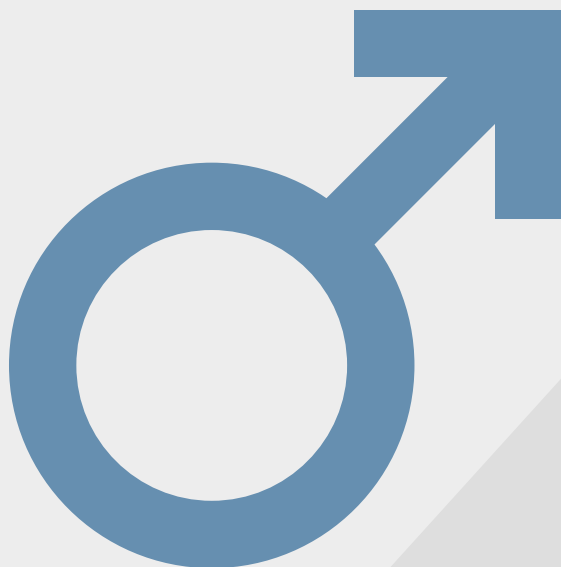
RPS

Founded in 1970, RPS is a leading global professional services firm of around 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.

Maintaining and supporting a diverse and inclusive workplace is one of the keys to creating a high performing culture and that makes RPS 'a great place to do great work'. Our reward and people principles, shown below, further reinforce this ambition.

Aligned

Market aligned to reflect sectors we hire and lose employees to

Benchmarks use 'like for like' roles and pay aligned to the relevant median

We review internal reward to ensure we're equitable with performance factors

Targeted

Variable pay for 'above and beyond' performance

Base pay targets the job role, with reward outcomes for bonus differentiated by performance

Reduce attrition through targeted retention schemes

Competitive

Market competitive yet affordable

Market median base, upper quartile total cash (base + bonus)

Wealth creation for all (Share incentive)

Long term reward tools target senior leaders and key talent

Core benefits across RPS globally

Trusted

Manageable and consistent link to market and internal benchmarks

Reward decisions underpinned by felt-fair criteria

Policies simple and accessible

Transparent Plan Guides / eligibility and Total Reward Statements

Responsive

Flexible to market dynamics

Clearly defined governance process

Responsive to hot skills in the marketplace

Apply career paths and talent focus as levers to attract as well as retain talent

RPS a great place to do great work

- We inspire our people to deliver our strategy
- We create a high performance culture and reward accordingly
- We enable our employees to shine and build meaningful careers
- We create high performing leadership teams
- We attract and retain high calibre talent and offer them flexibility
- Our organisational structure supports clients and growth

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 UK Gender Pay Gap

This gender pay gap report is published in accordance with the UK regulations introduced in April 2017. These require UK registered companies with more than 250 employees to publish their gender pay and bonus gaps, along with other prescribed information yearly.

RPS has two operating companies that meet this criterion:

1) RPS Environmental Management Limited

2) RPS Consulting Services Limited

We report on these below, based on a 'snapshot' of data taken on 5 April 2022. All statistics were compiled using the standards set out in the relevant regulations.

RPS Group is a leading global firm providing professional services to clients across six sectors: property, energy, transport, water, resources, defence, and government. The Group mean gender pay gap is 12.85%, and its median gender pay gap is 2.28%.

RPS Environmental Management Limited, provides operational and technical support to the UK Water

industry. It has a mean gender pay gap of -12.94% and a median gender pay gap of -16.89%.

This negative gender pay gap, means that the average pay for women is greater than the average pay for men. This reflects the fact that there are very few women working in field technician roles (with a lower average salary), which make up much of the workforce.

Women in this business represent 25% of the workforce, working primarily in professional and administrative roles.

The 75% of men in this business work across all areas, and the majority work at operational levels in field technician roles. Men also occupy supervisory, professional and leadership roles.

RPS Consulting Services Limited, provides a broad range of professional consulting services in the built and natural environment markets. Women make up approximately 32% of the workforce within this business.

It has a mean gender pay gap of 27.32% and a median

gender pay gap of 29.06%. This reflects that:

- a disproportionately high number of men work in the upper quartile pay bands

- a disproportionately high number of women work in the lower pay bands.

These disproportions reflect that:

- professionally qualified employees are significantly higher paid than others, and that

- historically, more men than women have chosen career paths into professional qualifications in this area.

Recent improvements in our employee development policies and processes have done much to address this and we are seeing positive changes in the proportion of women pursuing more professional and senior career opportunities.

Making progress

Investing in our people is one of our three strategic priorities, which is driving significant progress. Much has been achieved since 2019, when we implemented a pay for performance philosophy, supported by a globally consistent framework for managing performance and development, annual pay reviews, a bonus scheme and bonus payments.

We have continued to make progress through updates and improvements to our family friendly

policies, such as increasing the level of paid leave. And flexible working arrangements were introduced before the onset of Covid-19.

Our diversity of talent is a major part of what makes RPS 'a great place to do great work'. For the fourth year running we have been ranked as the AEC industry leader in the gender index of larger firms in our sector.

RPS has continued to promote more women into senior leadership roles, and this is reflected in our Board members, 50% of whom are female and the global senior leadership group, where 34% are female. Across the group 34.5% of all employees are female.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for RPS Group are accurate as of the snapshot date 5 April 2022.

Diane Christensen
Group People Director

RPS Environmental Management Limited

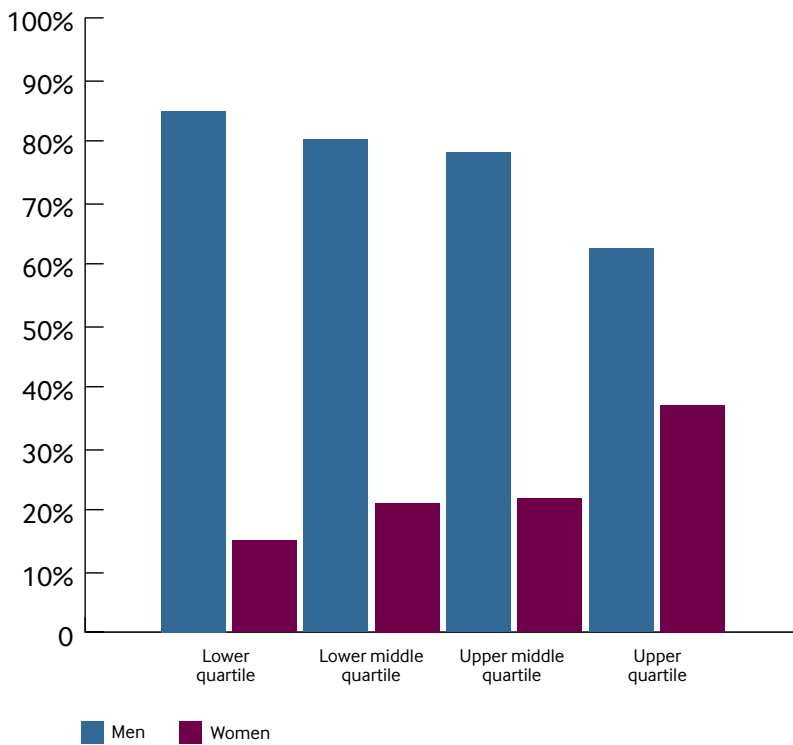*Proportion of eligible employees who received a bonus*

4.7% of women

24.3% of men

Mean bonus gender pay gap is 32.40%

Median bonus gender pay gap is 28.73%

Proportion of men and women in each pay quartile

RPS Environmental Management Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	84%	79%	77%	61%
Women	16%	21%	23%	39%

RPS Consulting Services Limited

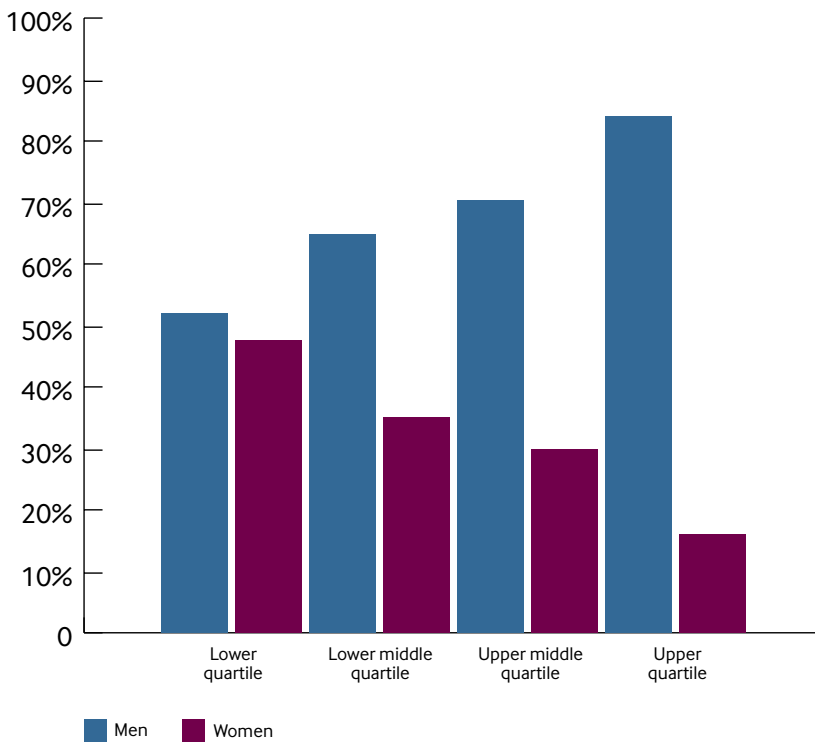*Proportion of eligible employees who received a bonus*

11.7% of women

12.7% of men

Mean bonus gender pay gap is 80.04%

Median bonus gender pay gap is 62.83%

Proportion of men and women in each pay quartile

RPS Consulting Services Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	52%	65%	71%	84%
Women	48%	35%	29%	16%