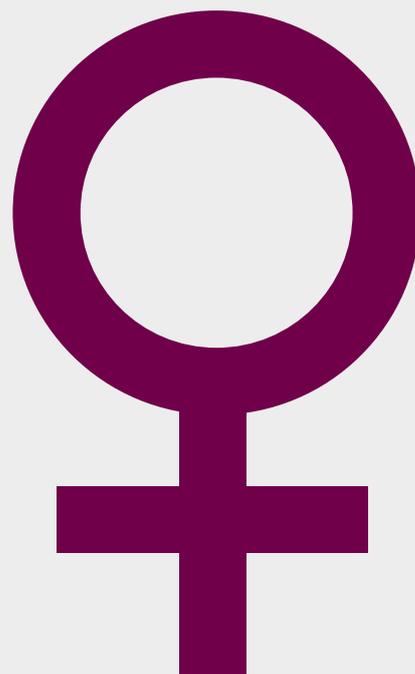
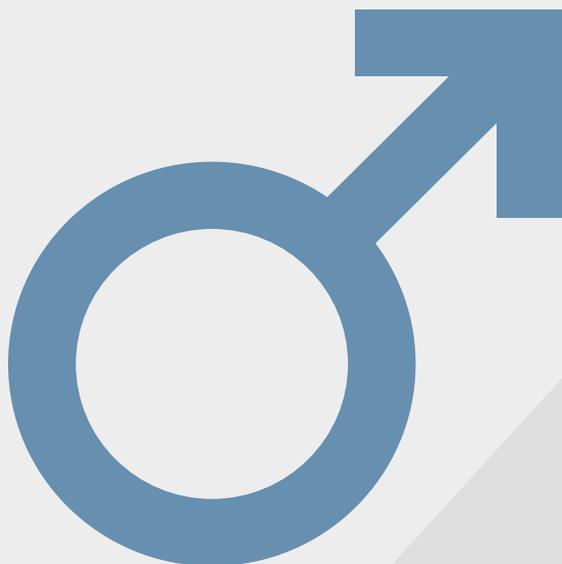


RPS GROUP UK

# GENDER PAY GAP REPORT

Reporting Year: 21/22  
Snapshot date: 5 April 2021



## RPS

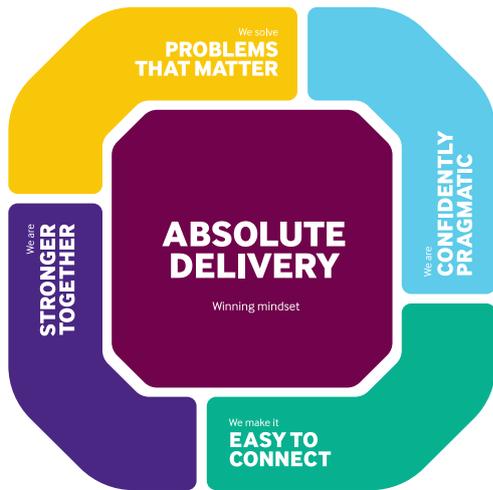
Founded in 1970, RPS is a leading global professional services firm of more than 5,000 consultants and service providers. With experience across 125 countries and six continents, we define, design, and manage projects that matter to a complex, urbanising, and resource-scarce world.

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 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 2021. 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 has again reduced its overall mean gender pay gap to 9.1%, and its median gender pay gap to -2.9%. This means that whilst the overall average is higher for men, the typical female employee, represented by the median figure, is paid higher than the typical male employee.

**RPS Environmental Management Limited**, provides operational and technical support to the UK Water industry. It has a mean gender pay gap of -19.5% and a median gender pay gap of -14.3%.

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 23% of the workforce, taking up professional and administrative roles.

The 77% 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 24.9% and a median gender pay gap of 23.1%, both of which are lower than last year. 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 those career paths that call for professional qualifications.

### **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. For the third year running we have been ranked as AEC industry leader in the gender index of larger firms in our sector.

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 leave, and flexible working arrangements were introduced before the onset of Covid-19.

Having improved our employee development approaches recently, we are now seeing positive changes in the proportion of women pursuing more professional and senior career opportunities.

And RPS has continued to promote more women into senior leadership roles. In 2020 we appointed our first female executive director, Judith Cottrell, as Group Finance Director, followed in late 2021, by Meegan Sullivan, who succeeded Ross Thompson as CEO of our AAP (Australia Asia Pacific) business.

It is also reflected in our Board members, 57% of whom are female and the global senior leadership group, where 32% are female. Across the group 33% 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 2021.



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

March 2022

## RPS Environmental Management Limited

Proportion of eligible employees who received a bonus

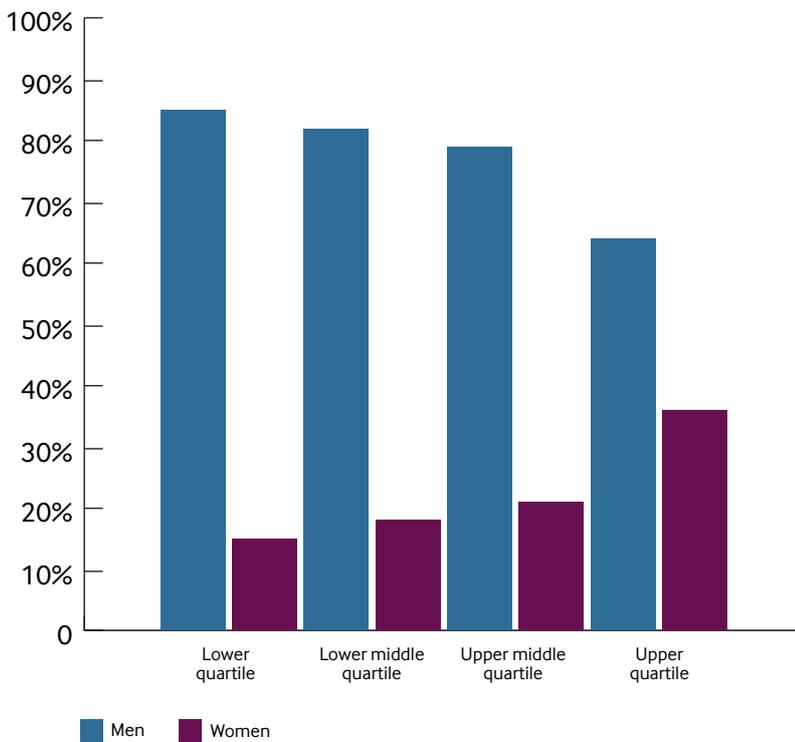
3.9% of women

25.7% of men

Mean bonus gender pay gap is 9.8%

Median bonus gender pay gap is 12.3%

### Proportion of men and women in each pay quartile



RPS Environmental Management Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	85%	82%	79%	64%
Women	15%	18%	21%	36%

## RPS Consulting Services Limited

Proportion of eligible employees who received a bonus

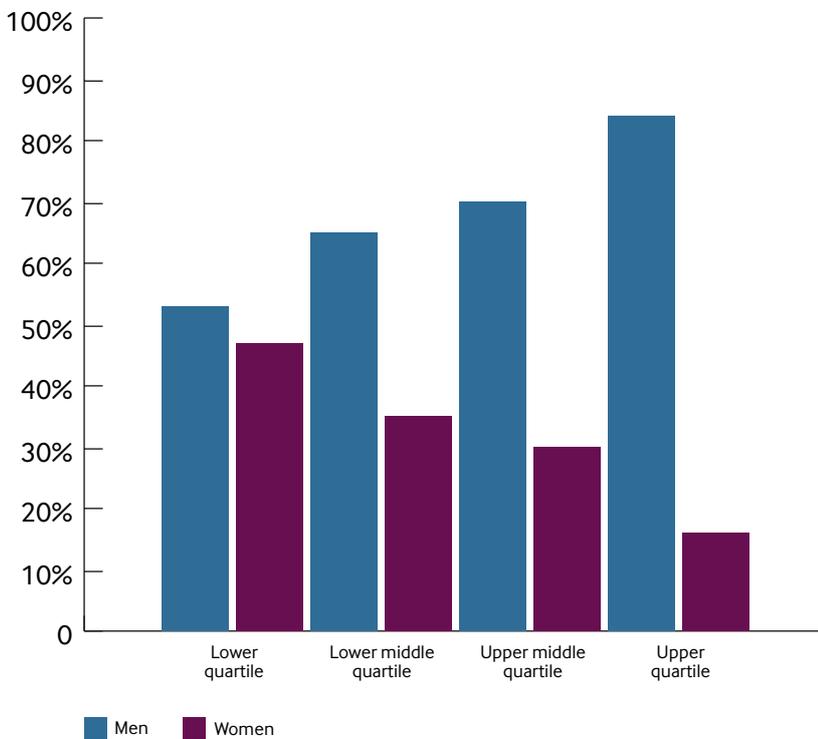
5.5% of women

10.7% of men

Mean bonus gender pay gap is 72.2%

Median bonus gender pay gap is 78.7%

### Proportion of men and women in each pay quartile



RPS Consulting Services Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	53%	65%	70%	84%
Women	47%	35%	30%	16%