

## RPS GROUP UK GENDER PAY GAP

A global firm operating in 125 countries, RPS Group is as diverse as the communities and clients it represents. RPS operates HR principles that support and encourage our people throughout their career journey, basing all interactions and decisions on respect, compassion and fairness.

This, our third 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 these criteria:

1. **RPS Environmental Management Limited**
2. **RPS Consulting Services Limited**

We report on these as required below.

All statistics were compiled using the standards set out in the relevant regulations based on a “snapshot date” of 5 April 2019.

**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 an overall mean gender pay gap of 14.2% and a median gender pay gap of 5.7%.

**RPS Environmental Management Limited**, provides operational and technical support to the UK Water industry. It has a mean gender pay gap of -1.1% and a median gender pay gap of -2.9%.

Women in our Environmental Management business represent 17% of the workforce, taking up professional and administrative roles.

The 83% of men in this business work across all areas. At operational levels, they work in field technician roles and this segment represents most of the workforce. Men also occupy supervisory, professional and leadership roles. There is a small negative gender pay gap, where the average pay for women is greater than the average pay for men. This reflects the fact that there are no women working in field technician roles.

---

**RPS Consulting Services Limited**, provides a broad range of professional consulting services in the built and natural environment markets. It has a mean gender pay gap of 31.5% and a median gender pay gap of 34.9%.

Women make up approximately 33.1% of the workforce within this business. The gender pay gap across this business reflects:

- a disproportionately high number of men working within the upper quartile pay bands
- a disproportionately high number of women 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.

This pattern is changing, and this change is reflected in RPS' employee profile.

## Making progress

Investing in our people is one of our three strategic priorities and we have made significant progress since the appointment of our first Group People Director in April 2018. In early 2019 we publicly stated our intention to implement a pay for performance philosophy, focused on absolute delivery aligned to robust annual objectives. RPS now has a globally consistent approach to its governance of performance management, annual pay reviews, bonus scheme design and bonus payments. This includes the implementation in 2019 of a single bonus scheme for the top 300 global employees and a globally consistent performance framework for all employees.

We continue to support the flexible working needs of a diverse talent pool where the business can accommodate this.

RPS has continued to make progress in the promotion of women into senior leadership roles. Our diversity of talent makes RPS a Great Place to do Great Work. We are delighted to be the 2019 AEC industry leader in the gender index of larger firms in our sector. This is represented in our Board, Group Leadership Team and Senior Leadership Group. In 2019 women currently make up 43% of our Board, 40% of our Group Leadership team and 33% of our Senior Leadership Group, with a target of 40% in 2025.

In 2021 we will conduct our second Global All - Employee survey and we are confident that the feedback will reflect these positive changes.

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 2019.

**Liza Kane**

**Group People Director**

## RPS Consulting Services Limited

### Proportion of eligible employees who received a bonus

- 14% of women
- 26% of men
- Mean bonus gender pay gap is 59.64%
- Median bonus gender pay gap is 33.3%

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

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
<b>Men</b>	46%	60%	74%	88%
<b>Women</b>	54%	40%	26%	12%

## RPS Environmental Management Limited

### Proportion of eligible employees who received a bonus

- 14% of women
- 22% of men
- Mean bonus gender pay gap is 73.19%
- Median bonus gender pay gap is 37.63

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

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
<b>Men</b>	91%	79%	81%	81%
<b>Women</b>	9%	21%	19%	19%