

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 fourth 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 as required below.

All statistics were compiled using the standards set out in the relevant regulations based on a “snapshot date” of 5 April 2020.

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 reduced to an overall mean gender pay gap of 10.0% and a median gender pay gap of 1.0%.

RPS Environmental Management Limited, provides operational and technical support to the UK Water industry. It has a mean gender pay gap of -16.8% and a median gender pay gap of -14.3% i.e. the mean and median pay of women is higher than that of men.

Women in our Environmental Management business represent 23% of the workforce, taking up professional and administrative roles.

The 77% of men in this business work across all areas. At operational levels, they work in field technician roles and this group makes up much of the workforce. Men also occupy supervisory, professional and leadership roles. There is a 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 26.0% and a median gender pay gap of 26.7%, both of which are materially lower than last year

Women make up approximately 35% 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.

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 senior career opportunities.

Making progress

Investing in our people is one of our three strategic priorities and we have made significant progress. Much was achieved in 2019 with the implementation of a pay for performance philosophy, a consistent approach to the governance of performance and development management, annual pay reviews, bonus scheme design and bonus payments. Progress continued in 2020 including updates and improvements to our family friendly policies such as increasing the level of paid leave.

Prior to Covid-19 we had already done much to support the flexible working needs of a diverse talent pool to improve our ability to attract and retain high quality individuals. This early adoption of flexible working practises helped to minimise the impact of lockdown on our employees and clients whilst also retaining capability

Our diversity of talent is what makes RPS a Great Place to do Great Work and we are delighted to have retained our position as AEC industry leader for 2019 and 2020 in the gender index of larger firms in our sector. RPS has continued to make progress in the promotion of women into senior leadership roles including in 2020 the appointment of our first female executive director, Judith Cottrell as Group Finance Director.

This is demonstrated by our Board where 57% are female and the global senior leadership group where 39% are female. Across the group 32% 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 2020.

Liza Kane
Group People Director

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RPS Consulting Services Limited

Proportion of eligible employees who received a bonus

11% of women

22% of men

Mean bonus gender pay gap is 55.7%

Median bonus gender pay gap is 12.6%

Proportion of men and women in each pay quartile

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Men	46%	61%	72%	83%
Women	54%	39%	28%	17%

RPS Environmental Management Limited

Proportion of eligible employees who received a bonus

7% of women

27% of men

Mean bonus gender pay gap is 58.2%

Median bonus gender pay gap is 25.0%

Proportion of men and women in each pay quartile

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Men	91%	74%	78%	66%
Women	9%	26%	22%	34%