

# GROUP DIVERSITY & INCLUSION POLICY

## Purpose

This document sets out RPS Group's approach and commitment to diversity and inclusion.

## Why diversity and inclusion matter to RPS

Founded in 1970 and built on a legacy of environmental and social engagement, RPS is a diversified global professional services firm of circa 5,000 consultants, designers, planners, engineers, and technical specialists, focusing on natural resources, urbanisation, and sustainability.

In order to live our purpose of creating shared value, deliver on our promise to 'make complex easy' for our clients, and provide our people with 'a great place to do great work,' we aim to create and support a diverse and inclusive workplace for all.

Our people are undeniably our greatest asset and have always been the key to our success. Without the right people in the right place being given the opportunity to do the best job they can, we will never realise our potential.

## Our understanding

We recognise that first-rate human resource practices are the foundation of a successful company and naturally lend themselves to fostering a diverse and inclusive workforce. Thus, our overarching focus on creating a great place to do great work underpins our commitment to diversity and inclusion; our priority is ensuring that all our interactions are based on respect, empathy, and fairness.

## Diversity

We define diversity as a workforce comprised of a rich mix of visible and non-visible individual characteristics. This encompasses age, disability, ethnicity, gender identity, marital status, mental health considerations, military service, nationality, neurodiversity, parental status, race, religion, sexual orientation, and socioeconomic status.

## Inclusion

Inclusion is the key to ensuring our diverse workforce feels valued and empowered to contribute to our business to their full potential. True inclusion is about more than meeting quotas, breaking glass ceilings, or complying with statutory regulations. It is about creating a culture and environment that encourages and visibly values different ideas, perspectives, and styles of thinking. This must be led from the top, and all employees need to feel empowered to be part of it.

## Our commitment

Mindful that a truly inclusive organization must make appropriate use of talent on a global basis and without unnecessary barriers, we are committed to embedding diversity and inclusion principles in all People processes in order to be as diverse as the communities and clients we work with, thereby securing, developing, and retaining the best available talent for the company's future.

This commitment is underpinned by more detailed local guidelines, which summarize our anti-discrimination policies based on country-specific legislation and provide reporting and whistleblowing guidance to our people.

## **Our approach**

Our people live our purpose, deliver our promise, and demonstrate our behaviours every day. Our behaviours define who we are. Developed by our people, they underpin everything that we do. They create the memorable experiences we are known for and make RPS a great place to do great work.

‘Stronger Together’ is one of our five core behaviours and it is inherent in creating an inclusive workplace:

‘We are respectful, acknowledge diversity, and recognise the potential and contribution of everyone. We bring out the best in one another, always assuming best intent. People who learn and grow thrive in our business, sharing in our success.’

## **Governance and reporting**

Responsibility for diversity and inclusion sits with our Group People Director, with reports on our progress delivered to the Group Leadership Team (GLT) on a half-yearly basis and to the Board of Directors annually. Within each segment of the business, diversity and inclusion is a responsibility of the Segment CEO and People Director, who ensure that this topic is a standing item on the meeting agendas of the divisional management teams within the segment.

## **Review of this document**

This document will be reviewed in January 2023.

John Douglas  
Chief Executive  
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