

At RPS, we are committed to moving the needle on gender equality. Our Australian data shows how we are actively narrowing the gender pay gap across our workforce.

Why is the gender pay gap important for RPS?

Our people are undeniably our greatest asset; they have always been the key to our success. We work tirelessly to attract and retain great people. We know that employing people with a diverse range of views, knowledge, and lived experiences achieves the best outcomes. We pride ourselves on giving opportunities to the right people, in the right place, to get the right results.

Diversity, equity, and inclusion (DE&I) is a core part of our company culture and the gender pay gap falls under this umbrella. RPS is not only committed to a workplace that is diverse and inclusive, but also one that is equitable. Our DE&I commitment helps us to achieve social justice, regulatory compliance, corporate responsibility, and maintain our industry standards. But also, it's the source of our competitive advantage and a key enabler of growth.

How does RPS compare to our industry group?

In Australia, we have made significant progress in the last three years compared with our industry group:

- 50 per cent of RPS' leadership team and governing bodies are made up of women, that's compared to the [national average](#) of 32.5 per cent in key management positions, and 33 per cent on boards
- 35 per cent of all promotions to manager and leader roles were awarded to RPS' female employees, that's out of a workforce that identifies as 59.03 per cent male, 40.19 per cent female, and 0.17 per cent nonbinary.
- We have reduced the gender pay gap across the job categories over the past three years – and in 2024, across all our divisions the average annual salary increase for females was higher than males.

How is RPS promoting and improving gender equality?

Progress to close the gender pay gap is reflected in our policies and benefits, which encourages female participation across all roles.

To name a few, we're a certified family inclusive workplace and have a flexible working policy, providing flexible paid parental leave, including superannuation payments on unpaid leave. We also offer a third-party partnership to support our employees with caring responsibilities.

Where have we had the biggest progress?

In Australia, our median gender pay gap in 2022-2023 was 16.2 per cent, well below the industry comparison of 50.2 per cent, and less than the national total remuneration gender pay gap, which sits at [21.7 per cent](#).

Looking at like-for-like roles across our business, our gap is much lower for the majority of roles than the comparable industry average.

What's our ongoing commitment to the gender pay gap?

Even though RPS has made progress, we're committed to taking bigger and bolder steps to deliver better outcomes. We still see 16.2 per cent as a disparity for us to tackle and we will continue to take necessary actions to further close our gender pay gap.

We have clear policies in play: we don't pay people differently based on their gender and we embed equity principles in all our processes. From hiring, to promotions, to annual salary reviews, we focus on target actions and recommendations, while regularly reviewing our practices to ensure we are closing the gap at every step.

We will continue our mission with focus and work closely with our people to ensure we have the right plans in place to further close the gap and deliver the best outcomes for our clients and our people.