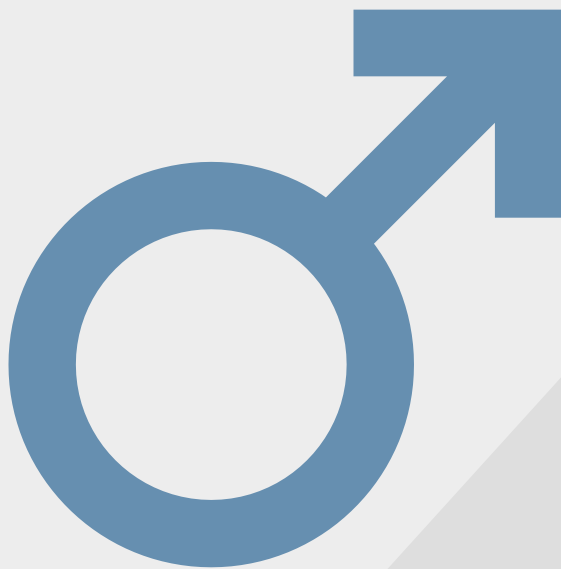


RPS GROUP Ltd Republic of Ireland

# GENDER PAY GAP REPORT

Reporting Year: 2024/2025  
Snapshot date: 30 June 2025



## RPS Group Ltd, A Tetra Tech Company - Ireland Gender Pay Gap

This gender pay gap report is published in accordance with the Gender Pay Gap Information Act 2021.

We submit this report based on a 'snapshot' of data taken on 30 June 2025. All statistics were compiled using the standards set out in the relevant regulations.

Notes regarding the way in which our figures are calculated can be found at the end of this report.

**RPS Group Ltd** provides a broad range of professional consulting services in the built and natural environment markets. Women make up 29% of the workforce within this business.

It has a mean gender pay gap of 20.3% and a median gender pay gap of 26.2%. 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:

- More female staff have been recruited into the lower two quartiles than in the upper two quartiles. This was especially evident in the number of interns on our headcount which increased by 60.7% over 2024 with an increase in the female intern percentage from 28.6% in 2024 to 42.2% in 2025;
- professionally qualified employees are significantly higher paid than others, and that
- historically, more men than women have chosen Engineering related career paths.

### Making Progress

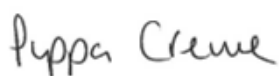
We have increased the percentage of females in the business from 27.7% in 2024 to 29.0% in 2025. These new female joiners have been predominantly in the lower two quartiles which has affected the pay gap. We are committed to developing all our staff to more senior roles within our business and we have promoted 18% of our female staff into more senior positions for 2026.

### A culture of belonging at Tetra Tech

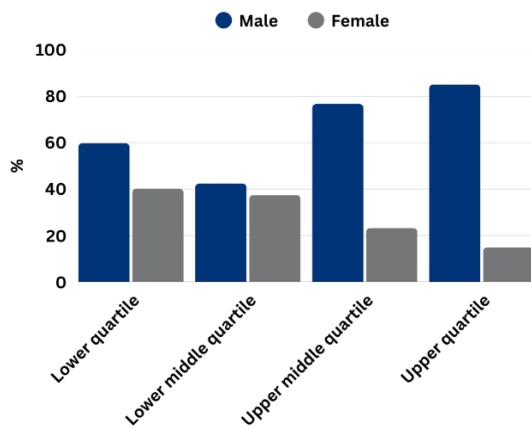
Through our “**Belong at Tetra Tech**” programme we want to make everyone feel they truly belong.

We strive to create a workplace where every person is valued and respected for who they are; to create an environment that celebrates diversity of thought, unique perspectives, backgrounds and experiences, fostering collaboration and innovation. We firmly believe that this approach will enable us to foster innovative solutions to the world's most complex issues.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for RPS Group Ltd are accurate as of the snapshot date 30 June 2025.



**Pippa Crewe**  
HR Director Consulting UK & Ireland



**Notes:**

The overall percentage of females to males in RPS Group Ltd is 29.0%. This is indicative of the national disparity between the number of females and males pursuing engineering related third level courses and subsequent careers.

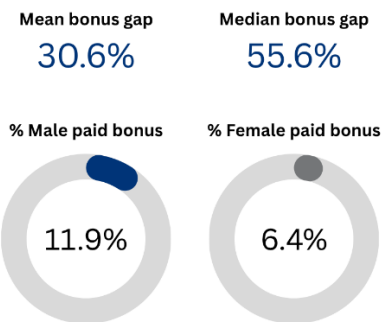
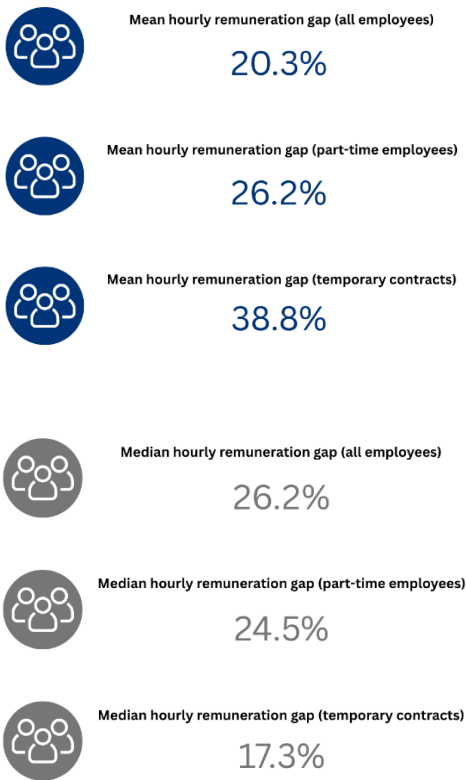
Males are more evenly spread across the four quartiles, with 43.1% of males compared to 67.1% of females in the lower two quartiles and with 56.9% of males in the upper two quartiles compared to 32.9% of females. There are proportionately more females in the lower pay bands and fewer in the higher pay bands, which is particularly prevalent in the upper middle quartile.

The mean hourly remuneration pay gap has increased from 11.0% in 2024 to 20.3% in 2025.

The reasons for the increased gap is the larger number of interns who were present on the snapshot date with 28 interns in 2024 and 45 in 2025. There was a larger percentage of female interns with female interns representing 28.6% of interns in 2024 and 42.2% of interns in 2025.

Also, we have increased our non-intern female headcount by 14.7% over 2024 and these recruits were predominantly in the lower two quartiles. This represented an increase in the percentage of females hired into the lower two quartiles from 35% in 2024 to 38% in 2025.

We have reduced the mean bonus gap from 49.3% to 30.6% and increased the average bonus by 23% since the last report.



## Notes on What is Being Reported and How it is Calculated

Gender Pay is not the same as Equal Pay. Equal pay is legally required and makes sure that both genders receive the same pay for doing the same (or equivalent) job.

Gender Pay is the comparison of the average hourly pay of men and the average hourly pay of women irrespective of the job they do, expressed as a percentage. We are legally required to share both a Median and Mean calculation.

**Median:** This is calculated by lining up the remuneration of male and female employees from highest to lowest. The median compares the female and the male in the middle of their lines.

**Mean:** This is the average of the whole sample for both men and women and therefore can be affected by extreme values at either end of the pay distribution.