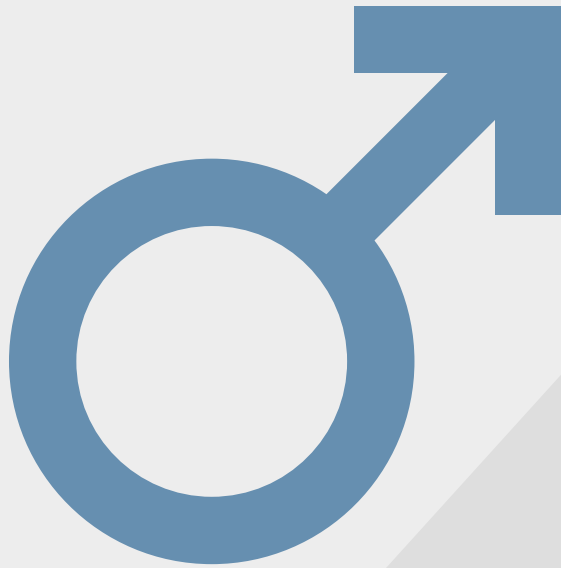


RPS GROUP Ltd Republic of Ireland

GENDER PAY GAP REPORT

Reporting Date: 16 December 2024
Snapshot date: 30 June 2024



RPS

Founded in 1970, RPS is now part of Tetra Tech, a leading provider of consulting and engineering services worldwide. By Leading with Science[®], our experts define, design and manage projects that create shared value to a complex, urbanising and resource-scarce world. As a professional services company our people are the key to our success. We know that to realise our potential we must have the right people in the right place and give them opportunity to be and do the best they can.

When our employees reflect the diversity of the communities in which we work, the company gains a better understanding of our clients' needs, and it improves our ability to attract, retain and develop the best talent. Creating and supporting a diverse and inclusive workforce is fundamental to this and is underpinned by our core people principles shown below.



Our commitment

We are committed to embedding diversity and inclusion principles in all our people processes, to enable us to be as diverse as the communities and clients we work with. To attract, develop and retain the best available talent for the company's future, removing all barriers to making the best and most appropriate use of that talent globally.

RPS Group Ltd. Republic of Ireland (ROI) Gender Pay Gap

This gender pay gap report is published in accordance with the Irish Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. These require Irish registered companies with more than 250 employees to publish their gender pay gap, along with other prescribed information yearly. RPS Group Ltd, registered in Ireland, meets this criterion.

RPS Group Ltd is a leading Irish registered firm which is part of the global Tetra Tech group. RPS Group Ltd provides professional services to clients across four main sectors: Buildings and Infrastructure; Environment, Planning and Resources; Transport Infrastructure; Water and Utilities.

The report below is based on a 'snapshot' of data taken on 30 June 2024. All statistics were compiled using the standards set out in the relevant regulations.

Females in RPS in Ireland represent 27.7% of our business, with males representing 72.3%. Both males and females work at operational levels in engineering and environmental consulting, supervisory, professional, leadership and support roles.

RPS Group Ltd has a mean gender pay gap of 11% and a median gender pay gap of 19.2%. This reflects that:

- a disproportionately high number of males work in the upper quartile pay bands
- a disproportionately high number of females 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.
- professionally qualified and experienced employees are higher paid than others, and
- historically, more males than females have chosen Engineering related career paths.

Making progress

Investing in our people remains one of our strategic priorities, which is driving significant progress. Our diversity of talent is a major part of what makes RPS a great place to do great work.

We have signed the ACEI Diversity and Inclusion Charter, increased the number of females in the upper two (senior) quartiles by 13% over the 2023 snapshot and we have increased the number of females included in the bonus distribution.

Additionally, we have recruited 19 staff from outside the European Union on Critical Skills Permits, 9 of whom are female.

I confirm that the Gender Pay Gap calculations and the data provided for RPS Group Ltd are accurate as of the snapshot date, 30 June 2024.

Pippa Crewe

Pippa Crewe
HR Director Consulting UK & Ireland

RPS Group Ltd

Gender Pay Gap reporting identifies the difference between male and female average earnings across the organisation. Consequently, an organisation that adheres to the spirit and letter of equal pay legislation, but has more males in well paid roles, will have a gender pay gap even if there is pay parity between females and males on an individual level.

Regulation 7

(a) Mean hourly remuneration gap (all employees):	11.0%
(b) Mean hourly remuneration gap (part-time employees):	+21.0%
(c) Mean hourly remuneration gap (temporary contracts):	33.0%

Regulation 8

(a) Median hourly remuneration gap (all employees):	19.2%
(b) Median hourly remuneration gap (part-time employees):	3.0%
(c) Median hourly remuneration (temporary contracts):	43.4%

Regulation 9

(a) Mean bonus:	49.3%
(b) Median bonus:	50.0%
(c) % of F and M employees received bonus:	F 7.4% M 10.3%
(d) Benefits in kind:	F n/a M n/a

Regulation 10

(a) Lower quartile band proportion:	F 40.9% M 50.1%
(b) Lower middle quartile band proportion:	F 30.9% M 69.1%
(c) Upper middle quartile band proportion:	F 22.0% M 78.0%
(d) Upper quartile band proportion:	F 17.0% M 83.0%

Notes

1. The mean hourly remuneration pay gap has dropped from 19.7% in 2023 to 11.0% in 2024.
2. The median hourly remuneration pay gap has dropped from 26.0% in 2023 to 19.2% in 2024.
3. The overall percentage of females to males in RPS Group Ltd is 27.7%. This is indicative of the national disparity between the number of females and males pursuing engineering related third level courses and subsequent careers.
4. Males are more evenly spread across the four quartiles, with 44.2% of males compared to 64.8% of females in the lower two quartiles and with 55.8% of males in the upper two quartiles compared to 35.2% 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.
5. There are disproportionately more male employees on temporary contracts. These contracts tend to be higher paid site supervision contracts and account for the gender pay gap for temporary contracts.