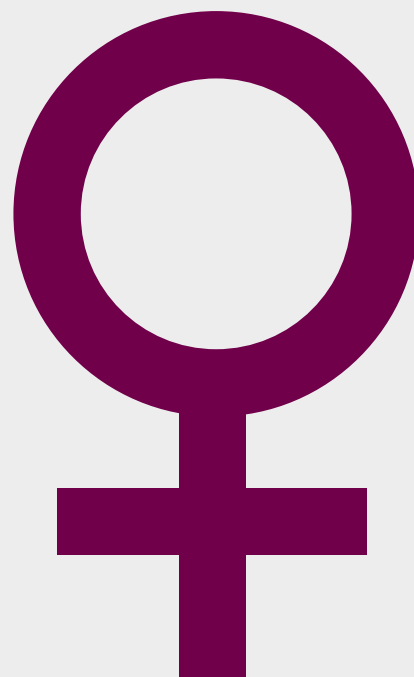
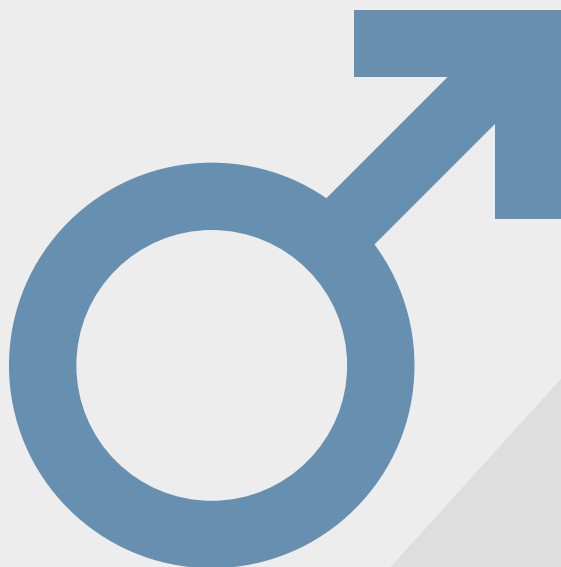


RPS GROUP UK

GENDER PAY GAP REPORT

Reporting Year: 23/24

Snapshot date: 5 April 2023



RPS

Founded in 1970, RPS is now part of Tetra Tech, a leading provider of consulting and engineering services worldwide. 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 attracting, developing, and retaining 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 UK Gender Pay Gap

This 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 Group Ltd has two operating companies that meet this criterion:

1) RPS Consulting Services Limited

2) RPS Environmental Management Limited

We report on these below, based on a 'snapshot' of data taken on 5 April 2023. All statistics were compiled using the standards set out in the relevant regulations.

RPS Consulting Services Limited, provides a broad range of professional consulting services in the built and natural environment markets. Women make up approximately 34% of the workforce within this business.

It has a mean gender pay gap of 23.03% (2022 =

27.32%) and a median gender pay gap of 25.37% (2022 = 29.06%). 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:

- 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 professional and senior career opportunities.

RPS Environmental Management Limited, provides operational and technical support to the UK Water industry. It has a mean gender pay gap of -15.39% (2022 was -12.94%) and a median gender pay gap of -14.60% (2022 was -16.89%).

This negative gender pay gap, means that the average pay for women is greater than the average pay for men. This reflects the fact that there are very few women working in field technician roles (with a lower average salary), which make up much of the workforce.

Women in this business represent 26% of the workforce (2022 = 25%) and take up professional and administrative roles.

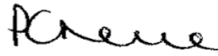
The 74% of men in this business work across all areas, and the majority work at operational levels in field technician roles. Men also occupy supervisory, professional and leadership roles.

Making progress

We continue to make process and our gender pay gap is improving. Investing in our people is one of our three strategic priorities, which is driving significant progress. From improvements in flexible working arrangements; to hiring, to promotions, to annual salary reviews, bonus scheme and payment. We focus on target actions and recommendations, while regularly reviewing our practices to ensure we are closing the gap at every step.

Diversity, Equity and Inclusion is important to any business and we are committed to a fair, inclusive, and respectful workplace that empowers everyone within our business to thrive and deliver their best work, and where all employees feel they belong and can bring their whole self to work.

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 2023.



Pippa Crewe
HR Director Consulting
UK & Ireland

March 2024



Donna Vizzini
HR Director Services
UK & NL

March 2024

RPS Consulting Services Limited

Proportion of eligible employees who received a bonus

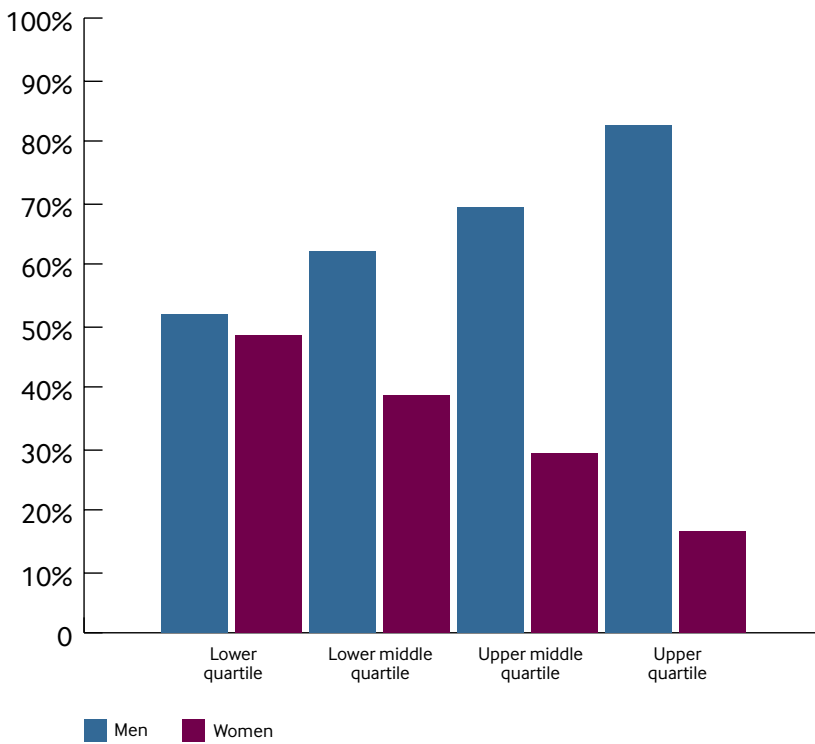
14.2% of women

20.7% of men

Mean bonus gender pay gap is 69.22%

Median bonus gender pay gap is 33.33%

Proportion of men and women in each pay quartile



RPS Consulting Services Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	52%	62%	70%	82%
Women	48%	38%	30%	18%

RPS Environmental Management Limited

Proportion of eligible employees who received a bonus

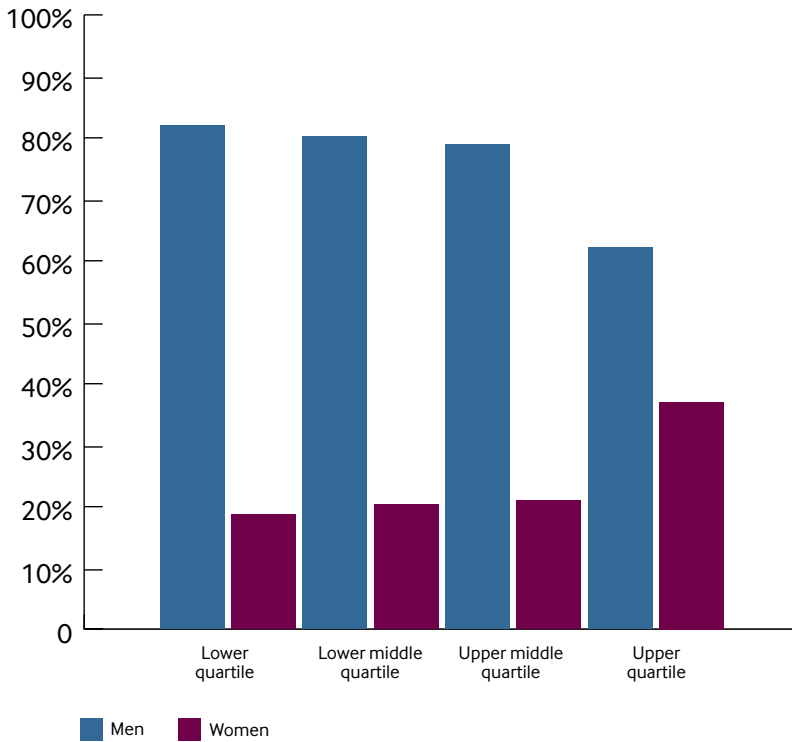
7% of women

30.8% of men

Mean bonus gender pay gap is 24.72%

Median bonus gender pay gap is 0%

Proportion of men and women in each pay quartile



RPS Environmental Management Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	81%	79%	77%	61%
Women	19%	21%	23%	39%