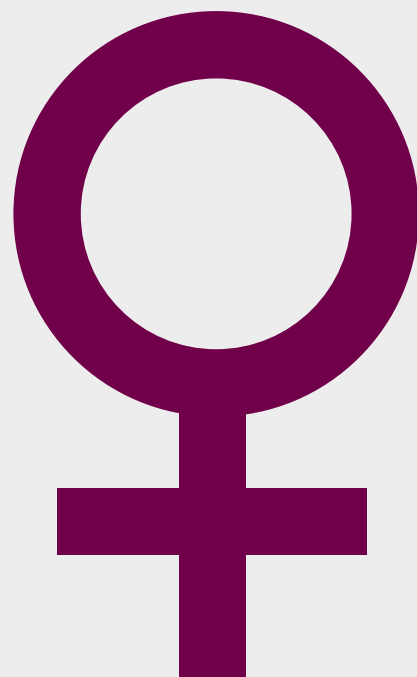
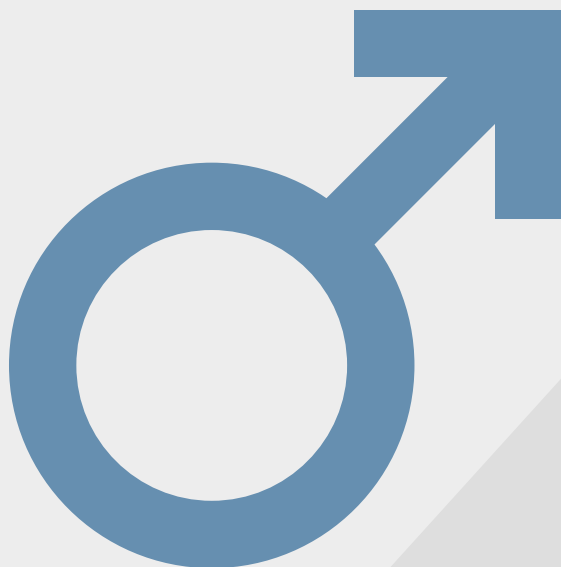


RPS GROUP Ltd Republic of Ireland

GENDER PAY GAP REPORT

Reporting Date: 30 December 2023

Snapshot date: 30 June 2023



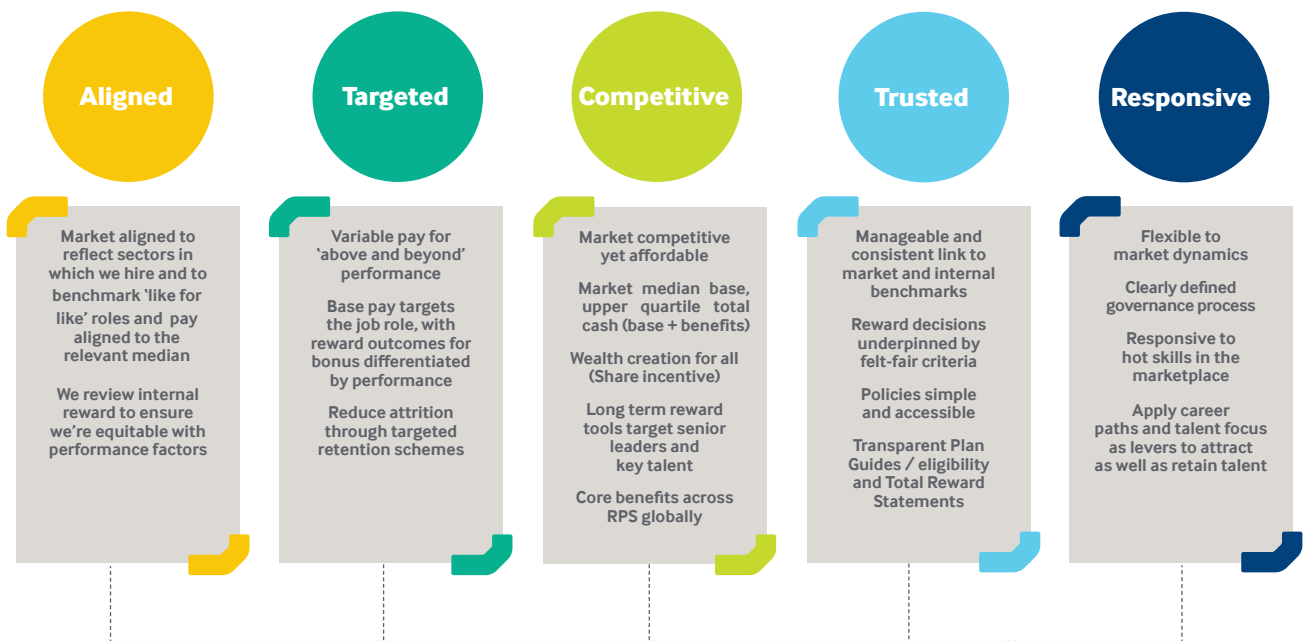
RPS

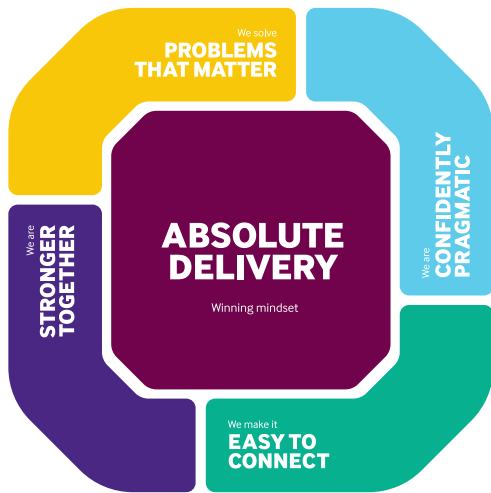
Founded in 1970, RPS is a professional services firm which is part of Tetra Tech, a leading, global provider of high-end consulting and engineering services with 27,000 employees dedicated to solving water, environment, sustainable infrastructure, renewable energy, and international development challenges to create sustainable solutions for 100,000 projects in more than 100 countries on 7 continents each year.

Our people are the key to our success; to living our purpose of creating shared value and delivering on our promise to 'make complex easy' for our clients.

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.

Creating and supporting a diverse and inclusive workplace is fundamental to this, and is reflected in our people priority, to 'make RPS a great place to do great work'. Underpinning this priority, and focusing our people related activity, are our core people principles and our reward principles shown below.





These, alongside our RPS Behaviours, ensure that all our interactions and Human Resource practices are based on respect, empathy, and fairness.

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.

Females in this RPS business represent 27.3% of our workforce with males representing 72.7%. Both males and females work at operational levels in engineering and environmental consulting, supervisory, professional and leadership roles.

The report below is based on a 'snapshot' of data taken on 30 June 2023. All statistics were compiled using the standards set out in the relevant regulations.

RPS Group Ltd has a mean gender pay gap of 19.7% and a median gender pay gap of 26.0%. 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 three 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 increased our female headcount by 29% over the 2022 snapshot and we have recruited 23 staff from outside the European Union on Critical Skills Work Permits.

We continue to update and improve our family friendly policies, such as reducing the service requirement to accrue additional annual leave days and reducing the number of compulsory annual leave days which gives more flexibility on when annual leave can be taken.

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 2023.

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 (all employees):	19.7%
(b) Mean hourly remuneration (part-time employees):	10.9%
(c) Mean hourly remuneration (temporary contracts):	36.3%

Regulation 8

(a) Median hourly remuneration (all employees):	26.0%
(b) Median hourly remuneration (part-time employees):	23.8%
(c) Median hourly remuneration (temporary contracts):	43.4%

Regulation 9

(a) Mean bonus:	22.8%
(b) Median bonus:	16.9%
(c) % of employees received bonus	F 2.5% M 7.5%
(d) Benefits in kind	F n/a M n/a

Regulation 10

(a) Lower quartile band proportion	F41.4% M58.6%
(b) Lower middle quartile band proportion	F32.7% M67.3%
(c) Upper middle quartile band proportion	F18.3% M81.7%
(d) Upper quartile band proportion	F16.5% M83.5%

Notes

1. The overall percentage of females to males in RPS Group Ltd is 27.3%. This is indicative of the national disparity between the number of females and males pursuing engineering related third level courses and subsequent careers.
2. Males are more evenly spread across the four quartiles, with 43.6% of males compared to 68.3% of females in the lower two quartiles and with 56.4% of males in the upper two quartiles compared to 31.7% 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.
3. 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.