



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.

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:

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.

, provides a broad range of professional consulting services in the built

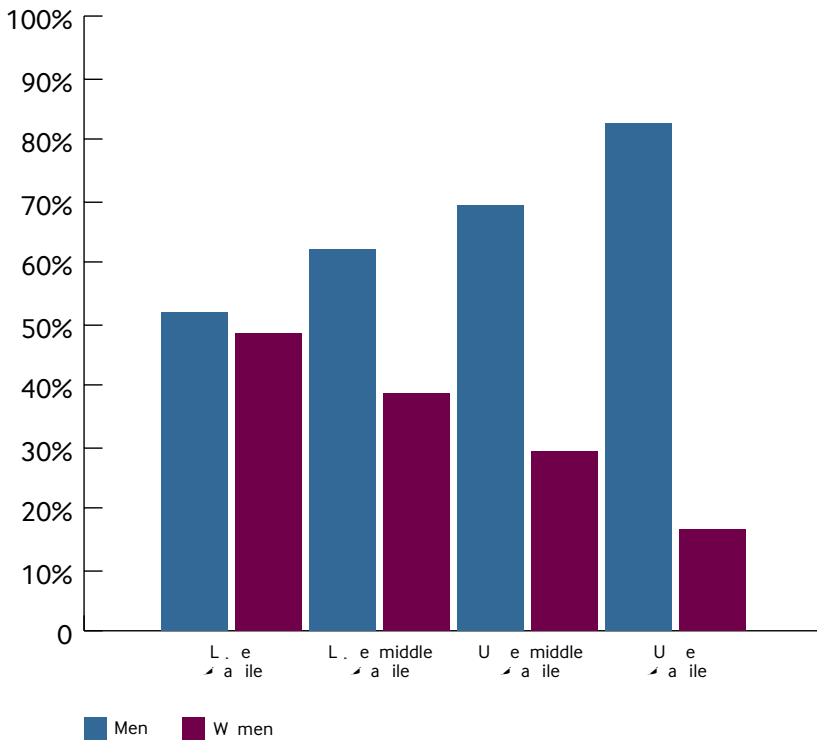
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calculations and the data provided for RPS Group are

14.2% of women

20.7% of men

Mean bonus gender pay gap is 69.22%

Median bonus gender pay gap is 33.33%



Men

Women

7% of women

30.8% of men

Mean bonus gender pay gap is 24.72%

Median bonus gender pay gap is 0%

