

536 *URXS /WG 5HSXEOLF RI ,UHODQG 52, *HQQGHU 3D\ *D
7KLV JHQQGHU SD\ JDS UHSRUW LV SXEOLVKHG LQ DFFRUGD
(TXDOLW\ \$FW 6HFWLRQ \$ *HQQGHU 3D\ *DS ,QIRUPD
UHTXLUH ,ULVK UHJLVWHUHG FRPSDQLHV ZLWK PRUH WKDQ
JHQQGHU SD\ JDS DORQJ ZLWK RWKHU SUHVFULEHG LQIRUP
UHJLVWHUHG LQ ,UHODQG PHHWV WKLV FULWHULRQ

RPS Group /WG LV D OHDGLQJ ,ULVK UHJLVWHUHG
ILU~~Z~~PKLFK LV SDUW RI WKH JOREDO 7HWUD 7HFK
JURXS 536 *URXS /WG SURYLGHV SURIHVVLRQDO
VHUYLFHV WRIR~~Ø~~UHQ~~DLQ~~ DVHUFWRUV
%XLOGGLQJV DQG ,QIUDVWUXFWXUH (QYLURQPHQW
3ODQQQLQJ DQG V VBÂ!/PDLQ VHFW\QJiH

RPS Group Ltd has a mean gender pay gap of 19.7% and a median gender pay gap of 26.0%. This reflects that:

- D GLVSURSRUWLRQDWHZDR UQNL JKK Q XPSHHU RI PDOHV TXDUWLOH SD\ EDQGV
- D GLVSURSRUWLRQDWHZDR UQNL JKK Q XPKHHORZIH U SDEDQGV

7KHHVH GLVSURSRUWLRQV UHIOHFW WKDW

- 0RUH IHPD Q B YHWHFHUHQ L W WIG HQ WRZR TXDUWLOH WKKW ZFS SXDUWLOH
- SRIHVVLTRQDDQGHPSHURSIORDWHHV KLJKHU SDLG WKDQ RWKHUV DQG
- KLVWRULFDOO\ PRUH PDOHV WKDQ IHPDOHV KDYH FKRW (QJLQHWHHQWHG FDUHHU SDWKV

Making progress

,QYHVWLQJ LQ RXU SHRSOH UHPDLQV RQH RI RXU WKUHH SULRULWLHV ZKLFK LV GULYLQJ VLJQLILFDQW SURJUHVV WDOHQW LV D PDMRU SDUW RI ZKDW PDNHV 536 D JUHDW JUHDW ZRUN

:H KDYH LQFUHDVHG RXU IHPDOH KHDGFRXQW E\ RYHU VQDSVKRW DQG ZH KDYH UHFUXLWHG VWDII IURP RXWV (XURSHDQ 8QLRQ RQ &ULWLFDO 6NLOOV :RUN 3HUPLWV

:H FRQWLQXH WR XSGDWH DQG LPSURYH RXU IDPLO\ IULH VXFK DV UHGXFLQJ WKH VHUYLFH UHTXLUHPHQW WR DFFL DQQXDO OHDYH GD\V DQG UHGXFLQJ WKH QXPEHU RI FRP DQQXDO OHDYH GD\V ZKLFK JLYHV PRUH IOH[LLELOLW\ RQ OHDYH FDQ EH WDNHQ

,FRQILUPWHHQGHU DS FDOF HQVGHQW SURYLGHG IRU 536H* DRFSUWHG DV RI WKH VQDSVKRW GDWH -XQH

[Signature]

3SSD &UHZH
+5 'LUHFWRU &RQVXOWLQJ 8. ,UHODQG

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.
HYHQ LI WKHUH L
EHWZHHQ IHPDOHV DQG PDOHV RQ DQ LQGLYLGXDO OHYHO

Regulation 7

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

Regulation 8

- (a) Median hourly remuneration (all employees):
- (b) Median hourly remuneration (part-time employees):
- (c) Median hourly remuneration (temporary contracts): 4 %

Regulation 9

- (a) Mean bonus: %
- (b) Median bonus:
- (c) % of employees received bonus F 2. % M 5%
- (d) Benefits in kind F