

GENDER PAY GAP REPORT

APRIL 2017



RSK is committed to reducing the underrepresentation of women in its businesses and addressing the gender pay gap.

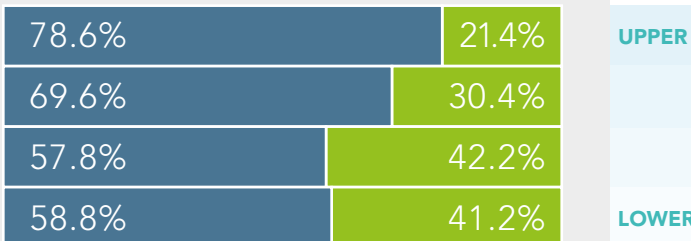
WHAT IS THE GENDER PAY GAP? It is simply the difference in average hourly pay between all men and all women in an entity regardless of their roles.

RSK Environment Ltd

What was the gender split?



What was the gender split by pay quartile?



What is the gender pay gap?



Women's average hourly pay was **12.2%** less than men's (**14.9% median**).

What proportion of each gender received bonus pay?



32.6% of men and **17.9%** of women received bonus pay.

What is the gender bonus pay gap?



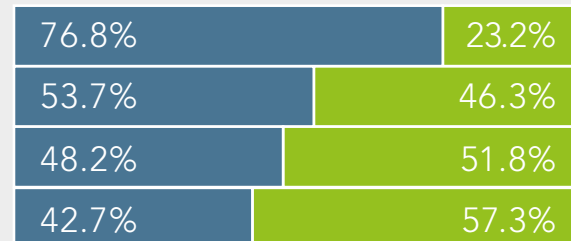
Women's average bonus pay was **6.9%** lower than men's (**49.5% median**).

RSK ADAS Ltd

What was the gender split?



What was the gender split by pay quartile?



What is the gender pay gap?



Women's average hourly pay was **20.8%** less than men's (**13.2% median**).

What proportion of each gender received bonus pay?

No men and **0.66%** of women received bonus pay.

Male Female

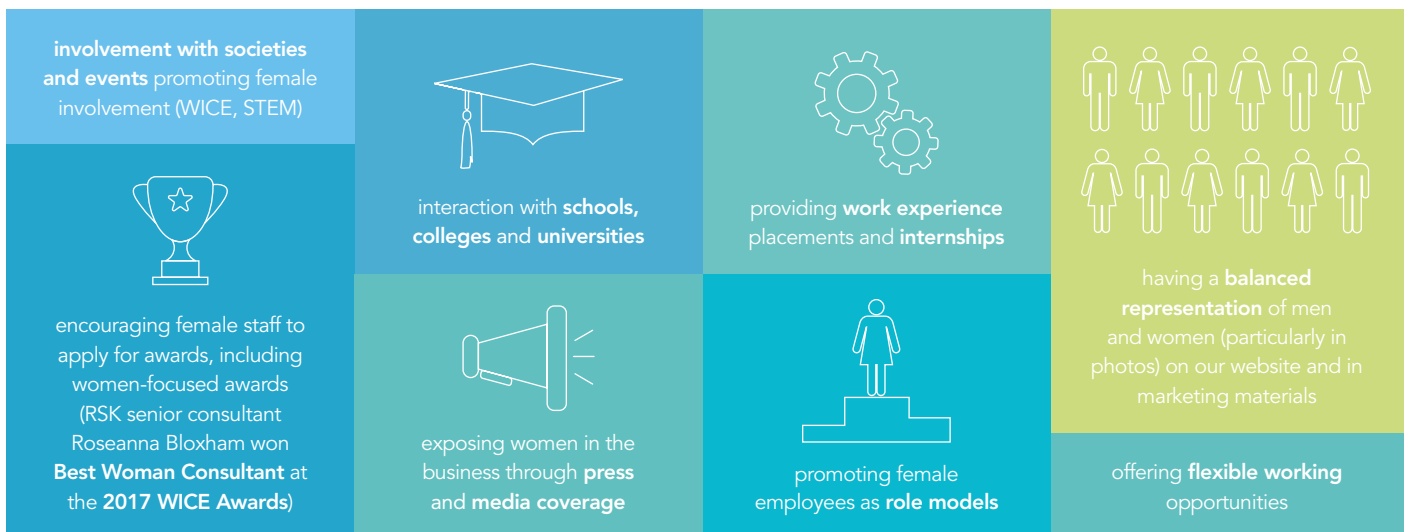
Addressing the gender pay gap

RSK is highly committed to addressing the gender pay gap and has policies promoting gender equality. As a result, we have witnessed increasing participation from women at more senior levels of the company. Over the past two years, we have changed our leadership structure and, now, two out of the three UK divisional leaders are female. RSK is expanding rapidly. With this expansion, comes an opportunity for growth in which increasing gender equality is a key goal. Not only is this the right thing to do, we also recognise that a diverse and balanced organisation will ensure a brighter future.

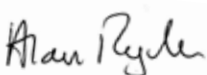
To continue reducing our gender pay gap, we must overcome the industry-wide problem of lower representation of women in the highest and upper-middle pay quartiles. Historically, the engineering and technical services industries have failed to recruit and promote many female employees, which has left the legacy of a lack of women in the industry and, more specifically, in senior roles. Our recent acquisitions of engineering and technical service firms ensure that we now have an important role to play in recruiting women into these industries.

We believe that it is crucial to overcome any gender stereotyping of careers from an early age, which is why we actively engage with primary and secondary schools to promote careers in our industry. RSK staff also take active roles in the STEM and WISE Campaign organisations that aim to encourage more women into our professions. Our active promotion of female staff helped a senior consultant to be Best Woman Consultant at the 2017 European Women in Construction & Engineering awards, while another employee reached the finals. RSK recognises the importance of recruiting more women into its teams and strives to ensure that women can achieve their potential by offering flexible working opportunities.

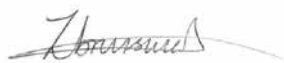
Here at RSK, we take the gender pay gap issue seriously and pride ourselves on our efforts to recruit and promote women in an industry that has historically failed to do so. We cannot specify when we will achieve pay parity between men and women, but, through active policies and consistent efforts, we aim to accomplish a year-on-year improvement in female representation.



We continue to develop strategies to improve gender equality and reduce the gender pay gap.



Alan Ryder
Chief Executive



Zoe Brunswick
Human Resources Director

The data in this report are based on a snapshot on 5 April 2017. At time of reporting, there was nothing of note to report on bonus pay for RSK ADAS Ltd.