

# GENDER PAY GAP REPORT

## APRIL 2018



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

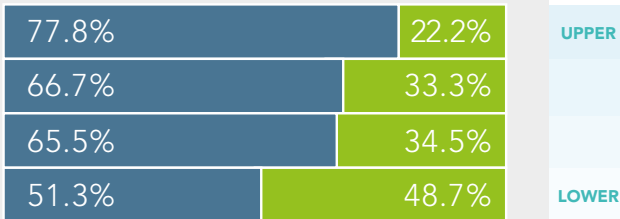
**WHAT IS THE GENDER PAY GAP?** It is simply the difference in average hourly pay between all men and all women in an entity regardless of their roles.

### 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 13.6% less than men's (18.9% median).

What proportion of each gender received bonus pay?



34.0% of men and 24.4% of women received bonus pay.

What is the gender bonus pay gap?



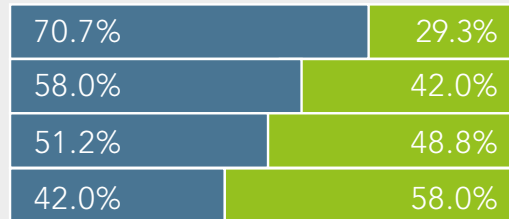
Women's average bonus pay gap was -7.0% (35.6% median).

### 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 17.5% less than men's (15.6% median).

What proportion of each gender received bonus pay?



0.54% of men and 1.31% of women received bonus pay.

What is the gender bonus pay gap?



Women's average bonus pay gap was -50.0% (0.0% median).

Male Female

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

Alan Ryder  
Chief Executive

Zoe Brunswick  
Human Resources Director