



GENDER PAY GAP REPORT

APRIL 2019

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

Alan Ryder
Chief Executive

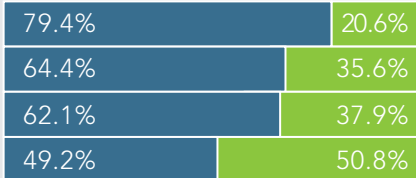
Zoe Brunswick
Human Resources Director

RSK Environment Ltd

What was the gender split?



What was the gender split by pay quartile?



UPPER

LOWER

What is the gender pay gap?



Women's average hourly pay was 16.1% less than men's (21.2% median).

What proportion of each gender received bonus pay?



43.5% of men and 32.8% of women received bonus pay.

What is the gender bonus pay gap?



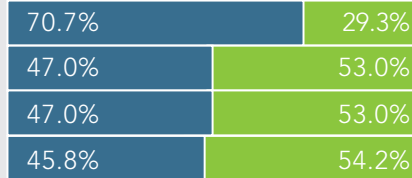
Women's average bonus pay was 38.5% lower than men's (4.5% median).

RSK ADAS Ltd

What was the gender split?



What was the gender split by pay quartile?



UPPER

LOWER

What is the gender pay gap?



Women's average hourly pay was 13.5% less than men's (12.5% median).

What proportion of each gender received bonus pay?



6.9% of men and 4.5% of women received bonus pay.

What is the gender bonus pay gap?



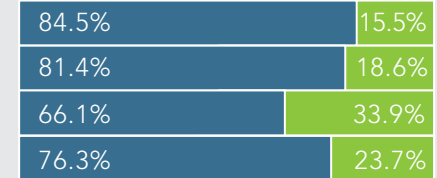
Women's average bonus pay gap was 59.9% lower than men's (46.0% median).

STRUCTURAL SOILS 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 8.3% less than men's (15.2% median).

What proportion of each gender received bonus pay?



16.0% of men and 13.0% of women received bonus pay.

What is the gender bonus pay gap?



Women's average bonus pay was 11.3% lower than men's (56.0% median).