


GENDER PAY GAP REPORT APRIL 2020

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**

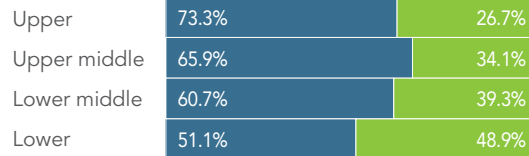
■ Male ■ Female

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 9.4% less than men's. The median is 15.9%.

What proportion of each gender received bonus pay?



33.9% of men and 30.3% of women received bonus pay.

What is the gender bonus pay gap?



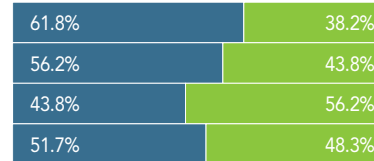
Women's average bonus pay was 8.6% higher than men's. The median is 55.7%.

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 7.8% less than men's. The median is 7.9%.

What proportion of each gender received bonus pay?



8.9% of men and 4.2% of women received bonus pay.

What is the gender bonus pay gap?



Women's average bonus pay was 25.4% lower than men's. The median is 73.5%.

RSK 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 7.6% less than men's. The median is 7.3%.

What proportion of each gender received bonus pay?



90.1% of men and 79.0% of women received bonus pay.

What is the gender bonus pay gap?



Women's average bonus pay was 12.4% lower than men's. The median is 0%.