

GENDER PAY GAP REPORT APRIL 2021

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**

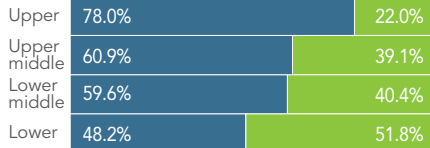
■ Male ■ Female

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 13.9% less than men's. The median is 17.7%.

What proportion of each gender received bonus pay?



18.5% of men and 23.2% of women received bonus pay.

What is the gender bonus pay gap?



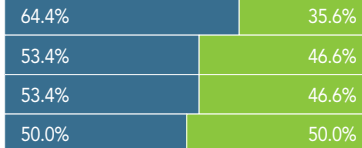
Women's average bonus pay was 45.1% higher than men's. The median is -34.7%.

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 10.4% less than men's. The median is 6.3%.

What proportion of each gender received bonus pay?



11.3% of men and 6.4% of women received bonus pay.

What is the gender bonus pay gap?



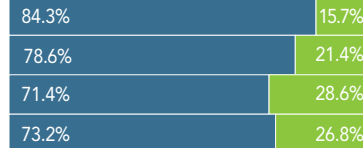
Women's average bonus pay was 40.2% lower than men's. The median is 23.1%.

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 8.9% less than men's. The median is 9.4%.

What proportion of each gender received bonus pay?



85.2% of men and 80.0% of women received bonus pay.

What is the gender bonus pay gap?



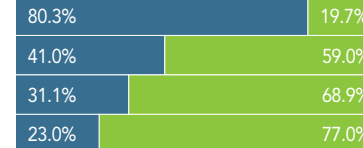
Women's average bonus pay was 7.8% lower than men's. The median is 0%.

RSK Group Ltd (Business Support)

What was the gender split?



What was the gender split by pay quartile?

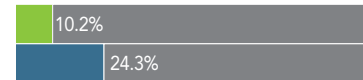


What is the gender pay gap?



Women's average hourly pay was 41.0% less than men's. The median is 45.8%.

What proportion of each gender received bonus pay?



24.3% of men and 10.2% of women received bonus pay.

What is the gender bonus pay gap?



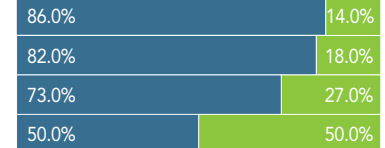
Women's average bonus pay was 5.7% higher than men's. The median is 50.4%.

Binnies UK 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 23.8% less than men's. The median is 27.2%.

What proportion of each gender received bonus pay?



86.0% of men and 84.0% of women received bonus pay.

What is the gender bonus pay gap?



Women's average bonus pay was 17.3% lower than men's. The median is 0%.