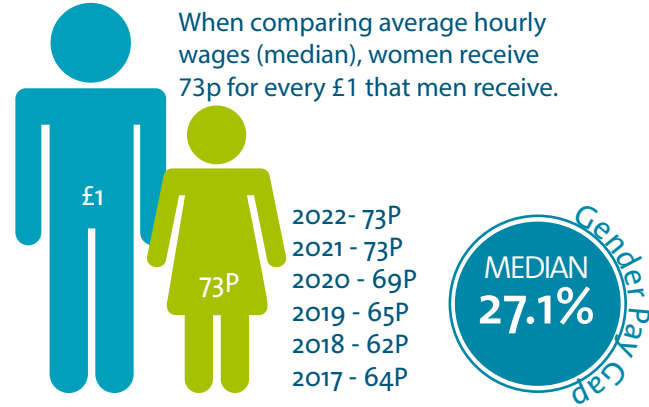
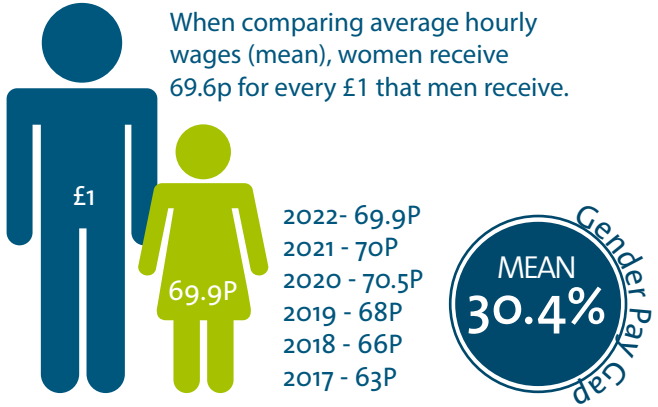


UK Gender Pay Gap Report 2022: Our results at a glance



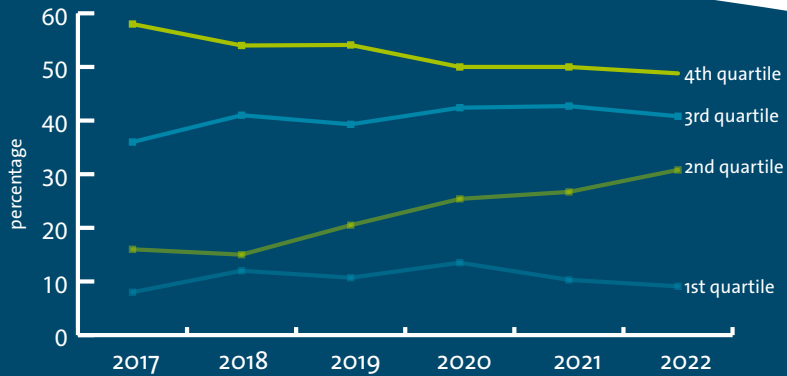
What are we doing to address our gender pay gap?



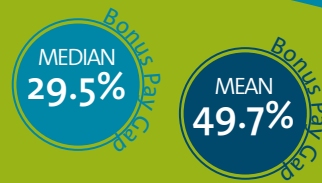
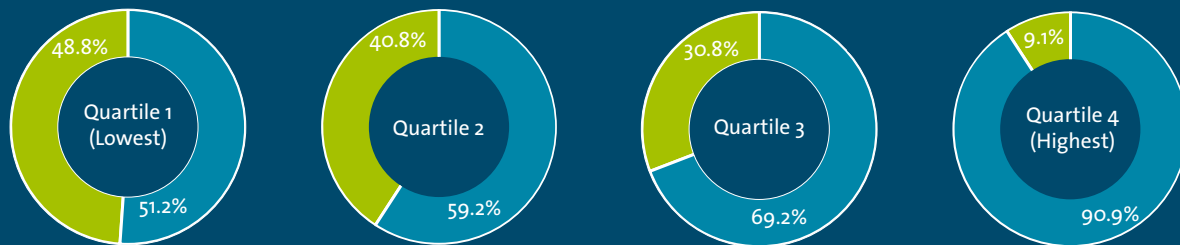
Supporting women:
In 2022 we implemented a UK menopause policy and guidance



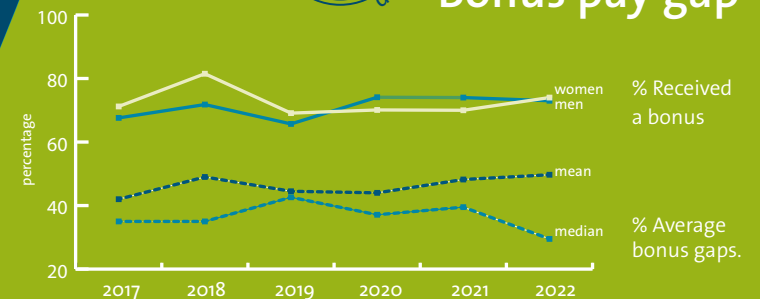
Supporting parents:
We have recently enhanced our maternity, adoption, and paternity pay



% Men and women by pay quartile



Bonus pay gap



In 2023 we will:

- Review our employment policies
- Ensure a balanced male to female ratio within our **graduate programme**
- Continue to encourage more women into **STEM roles and drive the appointment of women in leading positions, where we can**
- Offer more roles on a **part time/ flexible basis** to encourage women to apply
- Review our job adverts and job descriptions to **use non gender biased language** to encourage more women to apply
- Review our **recruitment practices** to ensure they are inclusive, and encourage diverse candidates
- Review our policy on **bonus payments**
- Focus on **building line manager capability** to have good quality conversations with their teams on ED&I

Making improvements for the future

“Our ambition for our workforce is to reflect the clients and communities we serve. A diverse, inclusive working environment allows us to serve our clients better, contributing to the success of our business and our purpose of enhancing society together. It is clear from our gender pay gap results for 2022 that we have much more work to do if we are to achieve our ambition. Whilst we fully recognise that there is no quick fix to reducing our pay gap, progress so far has been too slow. We need to be bolder, braver and step out of our comfort zone to really initiate meaningful change.

Our focus for 2023 is on creating the building blocks for the future. We have made a big first step this year in engaging our employees on diversity and gathering baseline data. We are now able to positively start interrogating our people data and in 2023 explore a more data driven approach for tangible improvements. One of the areas we will be looking at are any ‘cliff edge’ points in careers where women tend to leave our organisation.

I confirm that our published data is accurate and that it meets the requirements of the regulations”



Jonathan Bull
UK Resident Director

“Our gender pay gap results for 2022 convey a clear message: we need to do more – and we need to move faster. As sponsor of one of our employee-led ED&I networks, I am working with my fellow sponsors to boost the influence and impact of our networks – with a stronger mandate to drive change and advise our business on ways to quickly become more inclusive.

It is imperative that we pay attention to company structures, systems and policies - as well as our daily practices and culture. Our first UK company-wide ED&I survey launched in January and we are now analysing responses. This data is invaluable in highlighting priority focus areas – and we will utilise the baseline responses to monitor our progress in a meaningful way.”



Sarah Simpson
Director, Transport Planning
ED&I Network Sponsor

UK Gender Pay Gap Report 2022

In accordance with legislation, our 2022 report is based on male and female data. We recognise that for many individuals, gender is non-binary and at Royal HaskoningDHV we aim to create an inclusive and welcoming environment allowing people of all genders to be themselves.

Why do we have a gender pay gap?

Across the UK economy men are more likely than women to be in senior roles, this is evidenced even more for very senior roles. Women are five times more likely to take a career break for childcare reasons than their male colleagues. They are more likely to work part time and many of the jobs that are available across the UK on a part time basis are relatively low paid. This pattern from the UK economy is also reflected in the make-up of our organisation.

Our gender pay gap reflects the challenges we and the industry have in recruiting and retaining women within traditionally male-dominated specialisms. The current UK engineering workforce is 86% men and 14% women.

In 2022 we, at Royal HaskoningDHV UK had a 33% female, (increase of 0.5% higher than last year) whilst this is above the industry norm there is still work to be done to actively increase this. Furthermore 24% of females were part time compared to only 4% men.

Whilst women are under-represented at a senior level without our business we are pleased to say we are making positive progress – 31% of our female workforce are now in pay quartile 3 (typically GPS grades 17-19) versus 26.7% in 2021.

Our bonus gap is a direct result of higher bonuses being paid at senior levels (roles largely held by men) and the impact of bonus payments being pro-rated for part-time employees, many of whom are women.