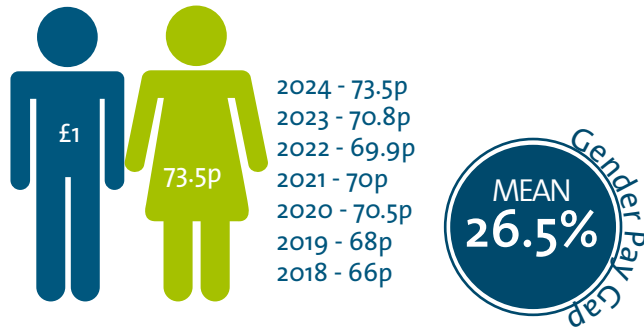
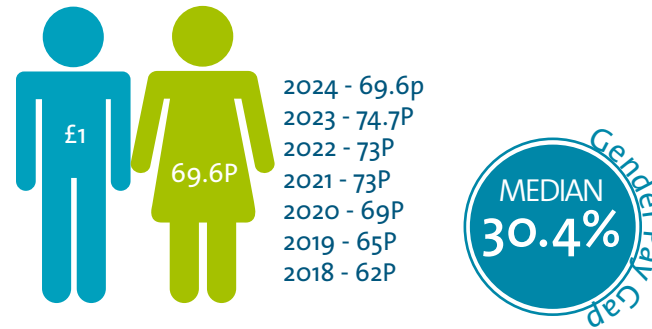


UK Gender Pay Gap Report 2024: Our results at a glance

When comparing average hourly wages (mean), women receive 73.5p for every £1 that men receive.



When comparing average hourly wages (median), women receive 69.6p for every £1 that men receive.



What are we doing to address our gender pay gap?

Inclusive Benefits and Policies



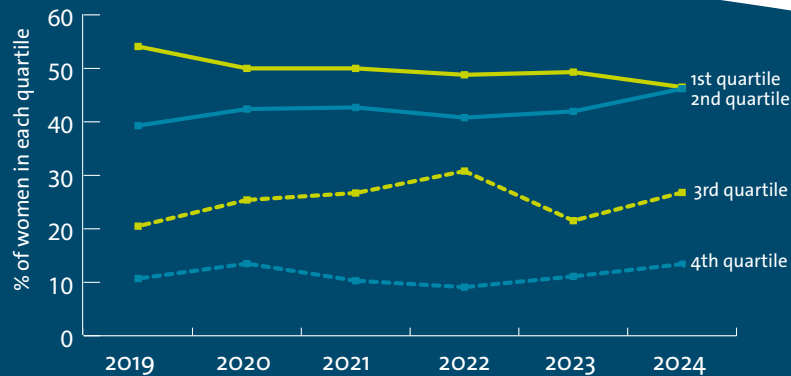
We have introduced paid fertility leave. This promotes equal opportunity for career advancement and will help ensure women do not have to choose between their careers and starting/expanding their family.

Incorporated specialist support from menopause nurses to our BUPA healthcare offering.

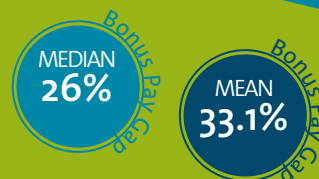
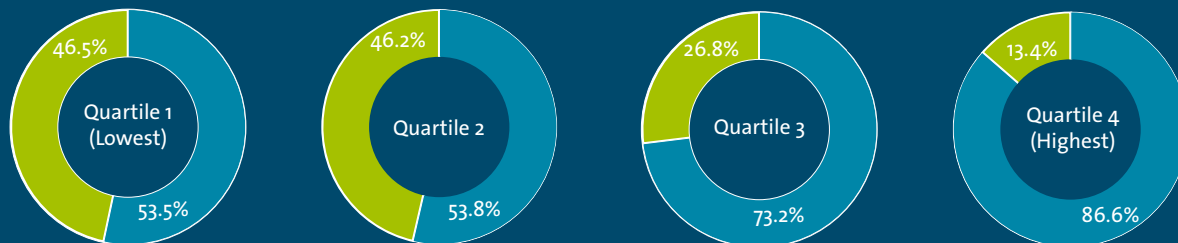
Learning and Development



In 2024 31.4% of attendees on our Leadership Training programme were female. This shows the representation of women in our leadership training is almost proportional to their representation in our overall workforce and is a step towards achieving gender balance.



% Men and women by pay quartile



Bonus pay gap



Closing the gap

We are dedicated to exploring several initiatives aimed at closing this gap further and create an action plan to monitor our progress and impact.

- A **mentorship program** will be available, tailored to support women in developing themselves and their career.



- Our **benefits will be reviewed** to ensure they are family friendly.

- We will be **reviewing our recruitment processes** to ensure fair hiring practices and addressing any biases. Job adverts will state that part-time applications will be considered.



Understanding our gender pay gap data

Whilst we appreciate there is more to be done, our inclusive culture is evident in our Employee Engagement Survey results, showcasing our commitment to fostering a supportive environment for women: 89% of females agree that opportunities for advancement are available to employees regardless of personal background or characteristics; 88% of females would recommend our company as a good place to work and 90% of females are proud to work for our company

Our UK workforce is 66.8% male and 33.2% female. This is an increase of 3.2% more women in the workforce than in 2023. The engineering sector does have historically low female representation, a challenge recognised across our industry. However, with a focus on early careers, last year our 2024 early careers intake was 53% female participants, which is a massive 20% increase on the 2023 intake. We are committed to enhancing female representation within our early careers population to strengthen our talent pipeline.

Our overall mean gender pay gap has reduced by 2.7 percentage points this year, and given our focus to help close this gap should continue to decrease year on year. Whilst the ratio of male to females in the lower 2 quartiles is fairly balanced we still have high percentages of men in the third and fourth quartiles. However, the percentage of women in quartile four has increased by 2.3%. The primary factor contributing to our gender pay gap is the lack of gender diversity in senior positions. Going forward, we will continue to work to make the gap smaller by supporting our female employees to advance their careers, through implementing targeted strategies and fostering a culture that celebrates diversity and inclusion.

Exploring Partnerships

We have recruited a **Social Value Lead**.

By partnering with educational institutions and community organisations, a Social Value Lead can encourage more women to pursue careers in engineering and other underrepresented fields. This can help build a more diverse talent pipeline for the future.



UK Gender Pay Gap Report 2024

In accordance with legislation, our 2024 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.

"We want all employees to have equal opportunities to succeed and thrive, and we are committed to closing the gender pay gap. I am pleased with the progress we have made and am confident that the actions we have planned for the coming year will further accelerate our progress. These initiatives are designed to continue to create an inclusive and equitable workplace, ensuring that all employees have equal opportunities to succeed and thrive."

Closing the gender pay gap is not just a matter of fairness; it is essential for the long-term success of our organisation. A diverse and inclusive workforce brings a wealth of perspectives and ideas, driving innovation and improving our overall performance. By continuing to focus on this important issue, we are not only doing the right thing but also positioning ourselves for sustained growth and success."



Jon Robinson
UK Managing Director

"Our people are at the heart of everything we do. We are committed to creating a culture where everyone feels valued, respected, and empowered to reach their full potential. Closing the gender pay gap is a crucial part of this commitment, as it reflects our dedication to fairness, equality, and the well-being of our entire company."

Over the past year, we have made strides to ensure that our workplace is inclusive and supportive for all employees. We are proud of the progress we have made, but we know there is more work to be done. We remain steadfast in our commitment to closing the gender pay gap, and we will continue to build a culture where everyone can thrive."



Marie-Cecile Rossen
Corporate Human
Resources Director

People First