

# Our 2017 Gender Pay Gap Report



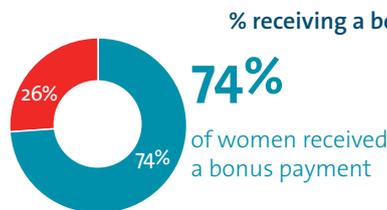
Royal HaskoningDHV is committed to equal opportunities, and we are very proud of our increasingly diverse workforce. In line with new government regulations, we have now released details of our gender pay gap, as required of all UK companies with 250 or more employees.

## Gender Pay Gap



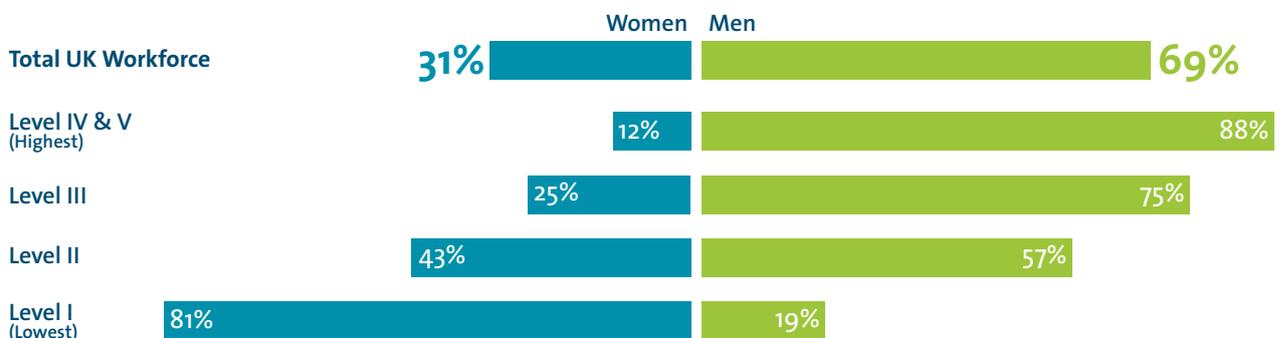
Based on Relevant Pay Period (April 2017)

## Gender Bonus Gap

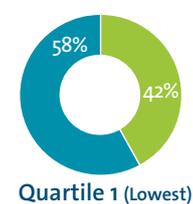
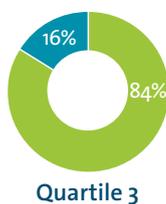


Based on Relevant Bonus Period (April 6th 2016-April 5th 2017)

## Gender Distribution by Grade



## Payroll Quartiles



Men  
Women

Based on Relevant Pay Period (April 2017)

The gender pay gap is an issue faced by companies across the UK and across a huge variety of industries; the national median pay gap currently stands at 18.4% (Annual Survey of Hours and Earnings 2017 (Provisional), ONS).

It's no secret that there is significant under-representation of women within science, technology, engineering and mathematics (STEM) careers in the UK. In 2017, women made up just 11 per cent of the UK's engineering workforce (Women in STEM workforce, WISE Campaign, 2017).

Here at Royal HaskoningDHV we are working hard to address this imbalance – and our figures show that we are moving in the right direction. Currently, 31% of our UK workforce is female.

### Addressing the Gender Pay Gap

We recognise that the most diverse teams are the highest performing and have actively sought to increase diversity for many years.

We will progress many initiatives in 2018 to attract and develop more women within Royal HaskoningDHV, including:

- Ensuring recruitment campaigns have the right qualities to inspire women
- Encouraging more women to progress their careers and mentor others
- Supporting our managers to embed diversity within their succession planning
- Driving greater flexibility for those returning from parental leave
- Providing unconscious bias training for all managers
- Working with primary schools to challenge preconceptions about gender-specific jobs

We recognise that it will take many years to achieve a true gender balance within our industry, but we are committed to ensuring the success of these initiatives.

We are confident that as women continue to join and progress within the company, our gender pay gap will start to reduce.

“I confirm that the data reported is accurate and that it meets the requirements of the regulations.”



**Craig Huntbatch,**

UK Resident Director, Royal HaskoningDHV

**If you would like to discuss any of the above information with us, please contact:**

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*“The industry as a whole has a huge opportunity to encourage a greater number of women into STEM careers. We already have a diversity plan in place and are committed to developing and retaining our valued female staff. We're also reviewing our approach to recruitment, promotions, development and flexible working at all levels to ensure that we continue to maximise the career opportunities available for women. We're dedicated to playing our part in bringing greater diversity to the industry and hope that this upward trend will continue over the coming years.”*

**Craig Huntbatch,**

UK Resident Director, Royal HaskoningDHV



*“I joined Royal HaskoningDHV 9 years ago as a Principal Engineer and today I'm Director of the Project Management Consultancy Advisory Group. I can truly say that Royal HaskoningDHV invests in its people – I'm very fortunate to have had some amazing opportunities throughout my career and I'm determined to provide the same for my team. I'm a firm believer in encouraging diversity in our industry and I work hard to encourage my female colleagues. Within my team of 19, I'm very proud to say that 7 of those are women.”*

**Melissa Hipwell,**

Advisory Group Director, Royal HaskoningDHV



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