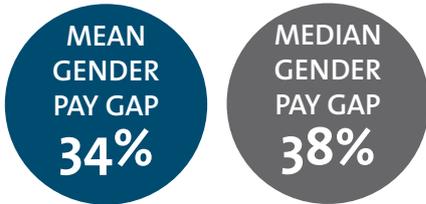


Our 2018 Gender Pay Gap Report

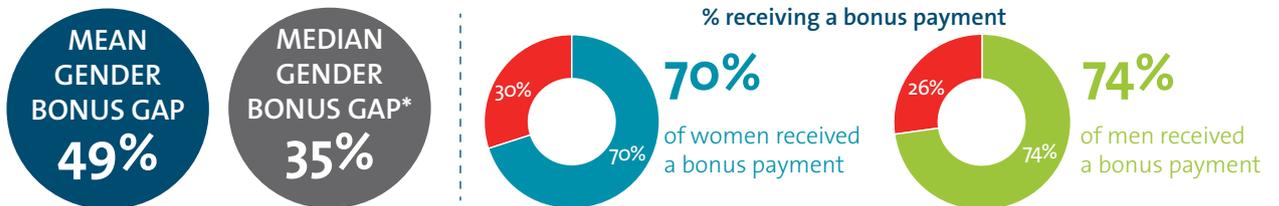


At Royal HaskoningDHV we believe wholeheartedly in equality and diversity throughout our teams. We strive to create a work environment where everyone can reach their full potential and feels supported to achieve their career goals. We welcome transparency on the topic of gender pay and present our statistics for 2018 within this report.

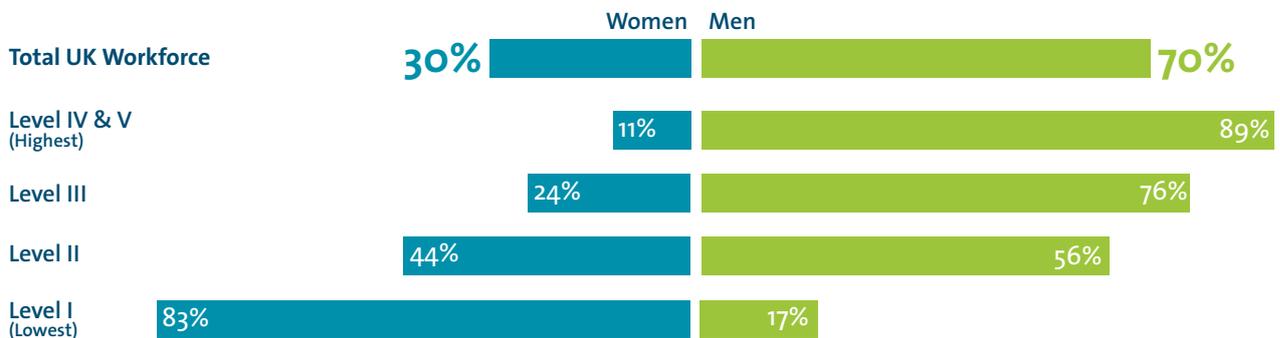
Gender Pay Gap



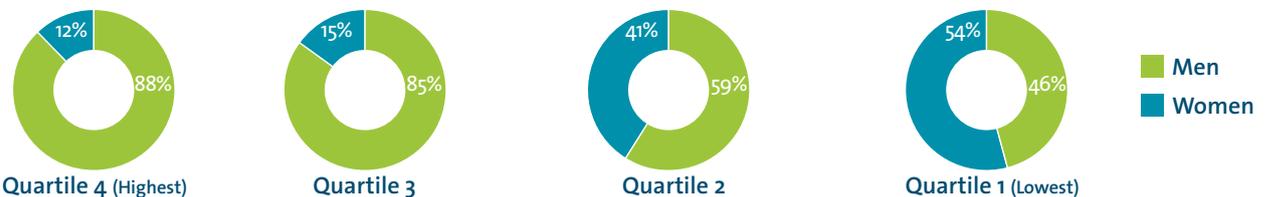
Gender Bonus Gap



Gender Distribution by Grade



Payroll Quartiles



* Royal HaskoningDHV offers a profit share scheme for all employees. 70% of our part-time employees are women, who receive profit share on a pro-rata basis. This is the cause of the reduced median gender bonus gap.

In 2018, women represented 30 per cent of our workforce. We are actively working to increase this number, although it is fairly typical for our sector.

There remains an under-representation of women in science, technology and engineering – which is a national issue – all of which are important recruitment sources for our business. In 2017 just 11% of people in UK engineering and technical roles were female¹.

Encouraging more women into our sector is a long-term journey but is something we're passionate about trying to achieve. We recognise our role in this at both a national level and as a responsible employer.

Addressing the Gender Pay Gap

We recognise that reducing the gender pay gap will require long-term cultural change within our business, and we are determined to tackle this head on. Creating more opportunity for women in engineering and driving their career progression – particularly from an early stage – will boost both our performance and the wider economy.

In October 2018 we held a strategic roundtable focused on gender diversity and inclusion. It resulted in a number of tangible actions that are now being taken forward by Royal HaskoningDHV in the UK.

One way to achieving this cultural change will be through creating a foundation of enabling more agile and flexible working practices and there will also be Unconscious Bias training for all managers.

1. <https://www.theiet.org/media/1350/skills17.pdf>
2. <http://www.jcq.org.uk/examination-results/gcse/2017>



“Our sector is underperforming when it comes to gender equality and I’m determined that Royal HaskoningDHV will play a role in putting that right. Things are moving in a positive direction: there is no gender difference in STEM subjects at GCSE today, for example². But it will be years before this has a true impact on the engineering workforce.”

“Our gender pay gap is the result of a historical majority of males in our business, which means that our senior roles are largely held by men. With the right initiatives and culture in place, however, we are committed to actively seeking to change that.”

Craig Huntbatch,

UK Resident Director, Royal HaskoningDHV



“At the time of publishing this report, I’ve been with the organisation for just a month – but already I have sensed a strong appetite within the company to drive gender equality. We recognise that this change will be a long journey, and my approach will be to look at data and insight around gender and pay and take a targeted approach in addressing the gap.”

“Key to this will be understanding which areas of the business are under-represented. That way we can establish specific initiatives to reduce the gender pay gap and drive equality across the company.”

Keran Bhangal,

UK HR Manager, Royal HaskoningDHV

“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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