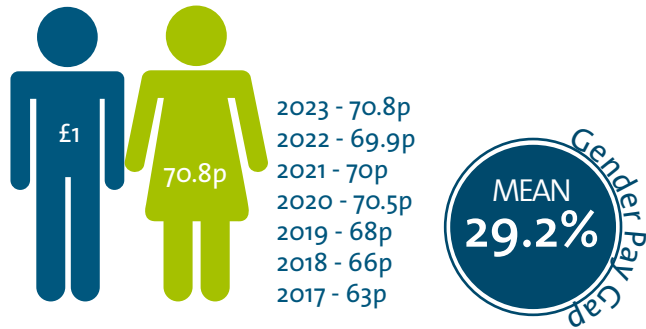
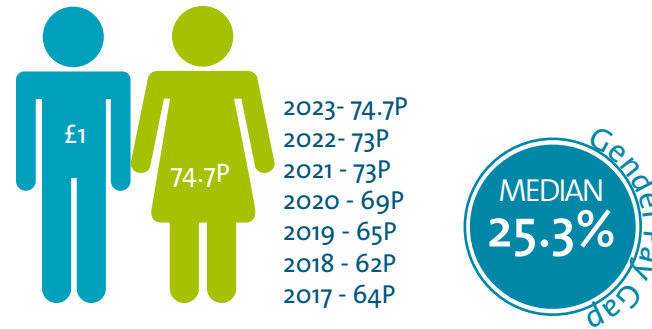


## UK Gender Pay Gap Report 2023: Our results at a glance

When comparing average hourly wages (mean), women receive 70.8p for every £1 that men receive.



When comparing average hourly wages (median), women receive 74.7p for every £1 that men receive.



What are we doing to address our gender pay gap?



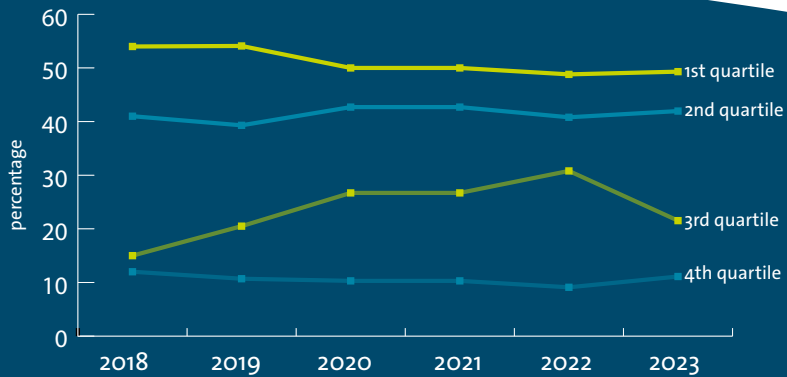
### Early Careers Support

Early Careers Specialist will have a focus on ED&I within our graduate and apprenticeship programmes.

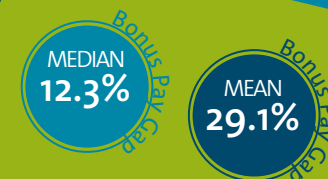
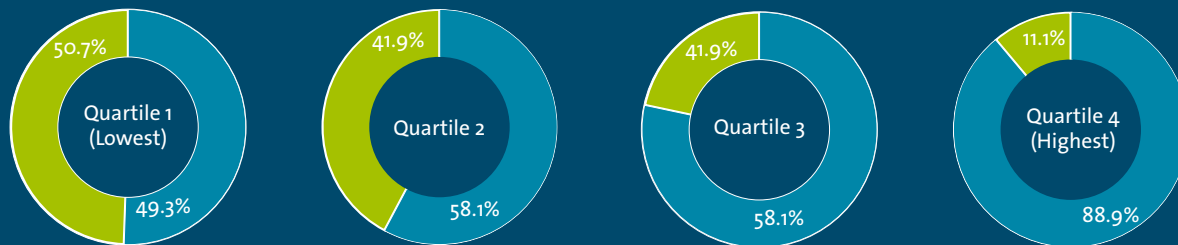


### A more Flexible Approach

We have introduced flexible bank holidays and paid reservist leave to make our policies more inclusive. From January 2024, we will introduce the right to request flexible working from day one.



## % Men and women by pay quartile



## Bonus pay gap



# Closing the gap

## Focusing our efforts

In 2024, we will embed 2 new roles into our business to help drive our ED&I agenda: Global EDI lead and Early Careers Specialist.

## Increasing our data collection efforts

We have recently implemented diversity questions into our application process. In 2024, we will analyse this data to understand where we need to focus our efforts in actively seeking and attracting a diverse range of talent. In the coming year, we are looking at implementing candidate feedback into our recruitment process so we can gather further insight and tailor initiatives.

## Early careers

In 2023, work experience placements were facilitated for 1st year undergraduates from social backgrounds that are under-represented in UK higher Education through a programme run by the University of Nottingham.

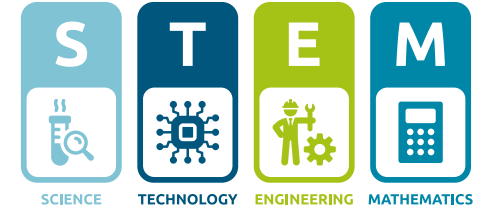
# Understanding our Gender pay gap data

Our UK workforce is 70% male and 30% female, reflecting the nature of our sector with women being underrepresented in engineering. Our overall mean gender pay gap has decreased by 1.2% this year and continues to be influenced by the same factors as in previous years. Our mean gender bonus gap has decreased by 20.6% this year to 29.1% because of the same ratio of men and women receiving a bonus. However, it is clear that gender representation at higher levels is the key driver of our gender pay gap.

Whilst we continue to improve our gender balance across the UK and have good representation within quartile 1 and 2, (typically grades 16 and below), we still have more men in senior roles, (typically grades 17+) which contributes to our gender pay gap. Whilst we have seen a slight increase of 1.9% female representation in Quartile 4 (typically grades 20+) we have seen a decrease of 8.8% of females in Quartile 3 (typically grades 17-19) because of more men being hired into these grades.

We are working to bring more women into the business at all levels. Our new global KPIs aim to have:

- 28% women by 2025 and 32% by 2030
- 15% women in critical leading positions by 2025 and 20% by 2030.
- 35% women as new hires
- 30% women in line management



## Exploring Partnerships

We are currently exploring working with the STEM returners programme in 2024 to support STEM professionals who have had a career break return to employment.

# UK Gender Pay Gap Report 2023

In accordance with legislation, our 2023 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.

*“Reducing the gender pay gap requires creating a culture that enables women to join, stay, and succeed at Royal HaskoningDHV at every level. Our long-term goal is to establish a workplace where everyone, including women, can envision long and meaningful careers that align with their values, skills, and personal lives outside of work. In 2024 and beyond, we will be exploring ways to enhance every stage of a woman’s journey at Royal HaskoningDHV, from hiring practices to promotion opportunities.”*



Jon Robinson  
UK Resident Director



Marie-Cecile Rossen  
Corporate Human Resources Director

# People first

*“People First is at the heart of our Stronger 25 global strategy and addressing gender pay disparities is a top priority to promote equality and fairness across our organisation. Royal HaskoningDHV is committed to proactively assessing pay gaps and addressing any disparities. With the recent appointment of a Global ED&I lead we continue to strengthen our inclusive culture where everyone has equal opportunities for advancement, we are committed to reducing the gender pay gap and creating a more equitable workplace for all employees, regardless of gender”.*