

Gender Pay Gap Report 2020

“The activities and initiatives Royal HaskoningDHV has implemented over the past few years to reduce our gender pay gap in the UK are paying off. Whilst there is no quick fix, we will continue to focus on expanding our EDI (Equality, Diversity and Inclusion) Agenda to include challenging targets to advance gender equality in the longer term.



Challenges remain in attracting and retaining women across the industry, with the number of women graduating in a core STEM subject at 26% in 2019². The attraction, retention and progression of women in technical roles is something that we will continue to focus on improving. We are pleased to see that despite a delay to our 2020 pay increases (due to the COVID-19 pandemic), our figures continued to move in the right direction and reflect our positive progress.”

Jonathan Bull,
UK Resident Director, Royal HaskoningDHV

Mean and Median Gender Pay Gap Decrease

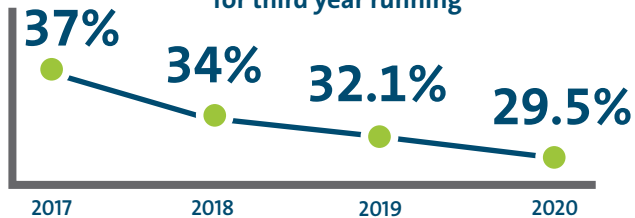
MEAN GENDER PAY GAP

MEDIAN GENDER PAY GAP



Our Mean Gender Pay Gap is down from 32.1% in 2019 to 29.5% for 2020. Our Median Gender Pay Gap is down from 34.7% in 2019 to 31.2% for 2020

Our Mean Gender Pay Gap has decreased for third year running



% of Men and Women Receiving a Bonus Payment

69.1%
of women received a bonus payment

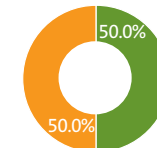
65.7%
of men received a bonus payment

Our gender bonus gap

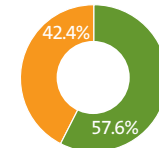
MEAN GENDER BONUS GAP
44.0%

MEDIAN GENDER BONUS GAP
37.1%

% Men and Women by Pay Quartile

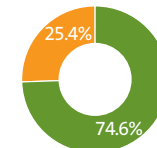


Quartile 1 (Lowest)

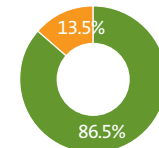


Quartile 2

Men
Women



Quartile 3



Quartile 4 (Highest)

“My journey at Royal HaskoningDHV started with a placement in Exeter, working on projects including flood scheme designs and monitoring eel populations. The variety of work and enthusiasm of the people cemented my decision that this was where I wanted to start my career. I moved into a graduate role working on a range of maritime infrastructure projects worldwide, using this experience to progress to Senior Engineer. Recently I’ve sidestepped to a new role as a Port Technology and Operations Consultant, working on some exciting maritime challenges such as the decarbonisation and digitalisation of ports.

My progression has been underpinned by Royal HaskoningDHV’s support and flexibility, and the company’s unique training opportunities: the graduate programme, international networking opportunities and the development programme for future leaders.”

Sarah Barcroft,
Port Technology and Operations Consultant



¹ The figures apply to the legal entity HaskoningDHV UK Ltd.

² stemwomen.co.uk



OUR SUCCESSES FOR 2020

- We successfully achieved all of the targets we set for ourselves in 2019:
 - We increased the percentage of women in our UK workforce to **34% for 2020**
 - We continued to achieve greater **gender balance within all Pay Quartiles**
 - In 2020, we achieved a **50-50 gender balance in Pay Quartile 1 for the first time**
 - We increased the % of our **female workforce in Pay Quartiles 3 and 4 to 30%** (vs. 25% in 2019)
- We continued to support flexible working at all levels and our future focus will include agile ways of working across all business areas for a better work-life balance.

As a result of these achievements, our Mean Gender Pay Gap reduced by 2.6% for 2020 and our Median Gender Pay Gap reduced by 3.5%. The reduction in our Median Gender Bonus Gap is reflective of the increased gender balance within our Pay Quartiles.



Our Activities and Initiatives to Support Equality, Diversity & Inclusion (EDI)



"As Equality, Diversity and Inclusion (EDI) Lead, I am delighted that this year my role expanded from a UK to a Global remit. I have focussed initially on establishing our intersectional EDI networks: "Pride", "Race, Ethnicity & Culture" and "Work Without Limits", as well as broadening our mandatory training suite to include unconscious bias and discrimination training for all employees.

When the pandemic hit, we took steps to support our employees working from home – particularly those with the additional burden of caring responsibilities and home schooling – by offering flexible working and focussing on wellbeing. We encouraged regular wellbeing "check-ins", as well as support from our Mental Health First Aiders and Employee Assistance programme.

In June, we supported Women in Engineering Day via an extensive LinkedIn campaign and we also strived to support greater female representation on speaker panels at UK industry conferences (although many were postponed in 2021 due to the pandemic). At the Women in Construction & Engineering (WICE) Awards, Associate Director Barbara Hellett was awarded Best Woman Project Manager 2020 - a fantastic achievement which showcases the quality of our female employees."

Cecilia Harvey,
Global EDI Lead



Making diversity a lasting change, not a trend, is the #1 thing we can do for women, our businesses, and society as a whole.

"As a woman working in engineering, still a traditionally male industry in many parts of the world, I am very proud that Royal HaskoningDHV is making a small yet significant impact, as reflected in the increase in women in higher pay quartiles and reductions in our mean and median gender pay gaps this year.

The beauty of our company is that we believe in people and we aim to unlock their full potential as individuals. For us, diversity is not the goal in and of itself, but rather a way to reach our collective goals. Having diversity of thought and bringing different perspectives to the table is essential in creating an accomplished, successful and sustainable business.

At Royal HaskoningDHV, we have started our journey to overcome the challenges of our industry gender pay gap and are working on lasting change through measures including EDI initiatives, providing an attractive EVP (employee value proposition) for females, coaching and mentoring female employees and using mixed selection and interview panels. We now need to focus on driving sustainable change in the industry as a whole."

Meike Salvadó - de Reede,
Global HR Director

STATEMENT OF ACCURACY

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

Jonathan Bull,
UK Resident Director, Royal HaskoningDHV

royalhaskoningdhv.co.uk