

Gender Pay Gap Report 2021

At Royal HaskoningDHV, we continue to focus on strengthening our Equality, Diversity and Inclusion Agenda and actively decreasing our gender pay gap. With reporting now in its fifth year, we are proud of the progress we have made to date. Against the background of the COVID-19 pandemic, we are pleased to report on our successes for 2021.

“We remain committed to reducing the gender pay gap at Royal HaskoningDHV (RHDHV). As outlined in our Equality, Diversity and Inclusion Statement¹, we strive for a collaborative, equal environment. We are working towards lasting change, addressing EDI daily while sharing our best practices with others in the industry so we can learn from each other. Our hiring activity slowed during the COVID-19 pandemic, which is reflected in our 2021 figures². For example, no new female hires were made in Pay Quartile 4 (highest) during this period. We also anticipate challenges across the industry with a higher turnover of staff post-pandemic, due to postponed career moves and people’s re-evaluation of work/life priorities. Whilst we are required to report based on Male and Female pay and bonus data, we acknowledge that for many individuals gender is non-binary. We have already updated our Corporate Resilience Survey to address gender identity and will continue to take steps to create a more inclusive environment for colleagues of all genders.”



Jonathan Bull,
UK Resident Director, Royal HaskoningDHV

Our Mean and Median Gender Pay Gap

MEAN GENDER PAY GAP

MEDIAN GENDER PAY GAP

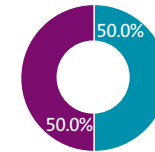


% of Men and Women Receiving a Bonus Payment

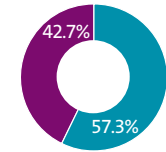
81.5%
of women received a bonus payment

71.8%
of men received a bonus payment

% Men and Women by Pay Quartile

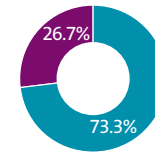


Quartile 1 (Lowest)

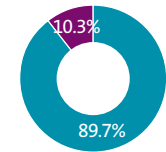


Quartile 2

Men
Women



Quartile 3



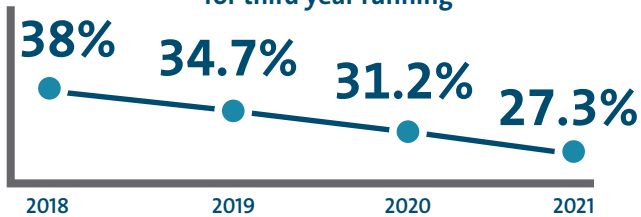
Quartile 4 (Highest)

Our gender bonus gap

MEAN GENDER BONUS GAP
48.2%

MEDIAN GENDER BONUS GAP
39.5%

Our Median Gender Pay Gap has decreased for third year running



“Companies are making progress on the Gender Pay Gap in small but clearly defined ways that can be seen and felt by everyone, just as we have done and are still doing at Royal HaskoningDHV.

Our employees continue to focus on reducing their unconscious bias. We align our programmes and policies with our desired purpose to achieve genuine equality - and it’s up to every person in every department to change their behaviour to make sure we get there. Because, although policies might exist (parental leave policies, for example), we need to get to the root of that bias and everything happening in our thoughts and behaviours that allows it to flourish in the first place.

In implementing these little changes every day in our lives and businesses, we are slowly making progress in reducing inequality, but at the same time we are doing something way more powerful: we are actively creating role models for our next generation.”

Meike Salvadó - de Reede,
Global HR Director



¹ <https://global.royalhaskoningdhv.com/careers/equality-diversity-inclusion>

² The figures apply to the legal entity HaskoningDHV UK Ltd.



OUR SUCCESSES FOR 2021

With mandatory gender pay gap reporting now in its fifth year, we are pleased to report on our overall progress since 2017:

- We have **reduced our mean gender pay gap by 7.1% and our median gender pay gap by 8.7%** and will continue to work to reduce this further
- **28% of our female workforce is now in Pay Quartiles 3 and 4** (vs. 20% in 2017)

We have also continued to build on our targets and ambitions from 2019:

- Maintaining the percentage of **women in our workforce at 34% during the COVID-19 pandemic**
- Maintaining a **50-50 gender balance in Pay Quartile 1**
- Continuing to support flexible working at all levels by **introducing New Ways of Working**, which will include hybrid working upon return to our offices



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



“Over the last 18 months, the COVID-19 pandemic has posed unprecedented challenges for us all – and with many employees juggling caring responsibilities, home-schooling and working from home, wellbeing support has been a top priority – as well as ensuring that flexible working is accessible to all.

Each of our EDI networks now has a Director-level sponsor to increase visibility and focus, enable change and drive our EDI agenda at a senior level.

We are delighted to report the launch of Grow@RHDHV this year, our new mentorship programme to support the development of female talent within our company. We also remain committed to increasing the visibility of female role models within the industry – our Director of Green Ports, Caroline Price, joined the speaker panel at the Defence and Security Equipment International (DSEI) conference in September 2021.

Externally, we have joined Women in Science and Engineering (WISE) to contribute to tackling gender imbalance in STEM roles, as well as the Diverse Sustainability Initiative, to actively support greater diversity within the Environment sector.

Following our success in the Women in Construction and Engineering (WICE) Awards in 2020, this year we are excited to have two finalists within our Dutch entity.”

Cecilia Harvey,
Global EDI Lead



OUR EDI TARGETS FOR 2022

1. Translate our EDI agenda into each business area globally
2. Achieve greater diversity through inclusive recruitment practices – with a focus on STEM activity, early careers and our internal talent pipeline
3. Review our career framework and rewards package with an EDI lens, to attract and retain our employees
4. Build EDI into our Employee Value Proposition (EVP)
5. Improve our EDI data capture and monitoring
6. Continue to develop our EDI leadership tools and training suite

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