

Gender Pay Gap Report

Improving lives around the world by *Leading with Science*[®]



Tetra Tech is built on a culture of innovation and committed to creating positive, impactful change as we address the world's most complex problems.

We are a leading provider of consulting and engineering services working across the full project lifecycle worldwide. We have a wide range of expertise across our teams, providing a global support network with a personalised approach to client relationships to better understand where we can add value. We support public and private sector clients on local, national, and international projects to deliver sustainable and resilient solutions.

We are proud to be home to industry-leading scientists, engineers, and technical specialists and to use this expertise throughout the project life cycle. Our strength is in collectively providing integrated services—delivering the best solutions to meet our clients' needs.

Our operations in the UK, Ireland, and the Netherlands include more than 6,000 employees who are *Leading with Science*[®] to solve our clients' most complex problems.



Specifically, Tetra Tech in the UK continues to grow and develop through both organic growth and acquisitions. As a result, we have seen significant changes in our demographics and our gender pay gap. Whilst we publish data for the entities with over 250, in line with statutory requirements, we go further in providing full transparency of our gender pay gap by reporting the data for all employees under the Tetra Tech brand in the UK.

Whilst we see improvements in many areas, including the overall gender pay gap for Tetra Tech in the UK, we continue to strive to further reduce this gap, ensuring that all have the opportunity to thrive with us - irrespective of any personal characteristics.

Our actions are underpinned by our core principles of:

Service

We put our clients first. We listen better to understand our clients' needs and deliver smart, cost-effective solutions that meet those needs.

Value

We take on our clients' problems as if they were our own. We develop and implement real-world solutions that are cost-effective, efficient, and practical.

Excellence

We bring superior technical capability, disciplined project management, and excellence in safety and quality to all our work.

Opportunity

Our people are our number one asset. Our workforce is diverse and includes leading experts in our fields. Our entrepreneurial nature and commitment to success provide challenges and opportunities for all our employees.



We are proud of our employee led Belong at Tetra Tech initiative, which underpins our desire for everyone to feel like they truly belong.

We strive to create a workplace where every person is valued and respected for who they are; to create an environment that celebrates diversity of thought, unique perspectives, backgrounds and experiences, fostering collaboration and innovation. We firmly believe that this approach will enable us to foster innovative solutions to the world's most complex issues.

As well as enabling colleagues to get involved in this important programme, we work with external experts who provide guidance, advice and training on important topics such as wellbeing, career development, accessibility and recognition. Our aim is to continue to improve by applying a 'no one-size fits all' approach to supporting our employees. Initiatives such as our hybrid working arrangements, mentoring scheme, regular technical and personal development for colleagues across the whole spectrum of the organisation, wellbeing activities and career pathways are in place for our employees to benefit from in a way that works for them. Investing in all our people continues to be one of our strategic priorities.

To support this approach long term, our social value programme includes activities in schools and universities that encourage people from any walk of life to pursue a career in STEM; we continue to work hard to attract, retain and support colleagues from the widest backgrounds and talents to enable us to continue to be *Leading with Science*[®]. We also see it as an integral part of supporting and benefitting the communities where we live and work.

Our belief in the benefits of diversity of thought is exemplified by our senior leadership team which consists of the leaders from both our technical disciplines and business functions who bring a wide range of experience, expertise and ideas to the table.



Tetra Tech in the UK

Mean Gender Pay Gap

11.73%

Median Gender Pay Gap

9.69%

Mean BONUS GPG

29.49%

Median BONUS GPG

33.33%

Proportion of males & females receiving a bonus payment

28% Men 24% Women

Specific entities with +250

Tetra Tech Limited

Mean Gender Pay Gap

22.37%

Median Gender Pay Gap

25.29%

Mean BONUS GPG

38.52%

Median BONUS GPG

33.33%

Proportion of males & females receiving a bonus payment

36% Men 31% Women

Tetra Tech Consulting Limited

formally RPS Consulting Services Limited

Mean Gender Pay Gap

16.61%

Median Gender Pay Gap

17.75%

Mean BONUS GPG

5.49%

Median BONUS GPG

14.29%

Proportion of males & females receiving a bonus payment

15% Men 9% Women

Tetra Tech Environmental Management Limited

formally RPS Environmental Management Limited

Mean Gender Pay Gap

-13.29%

Median Gender Pay Gap

-15.76%

Mean BONUS GPG

14.79%

Median BONUS GPG

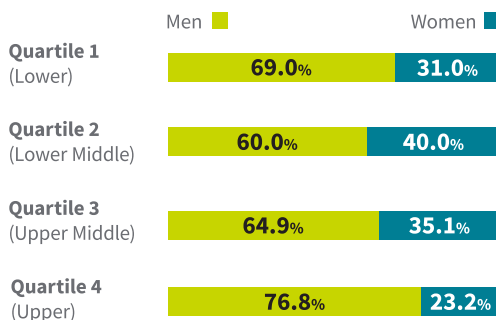
-62.50%

Proportion of males & females receiving a bonus payment

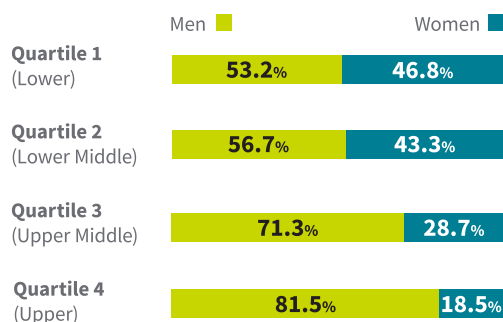
27% Men 17% Women

Proportion of Males and Females in each Quartile Band

Tetra Tech in the UK

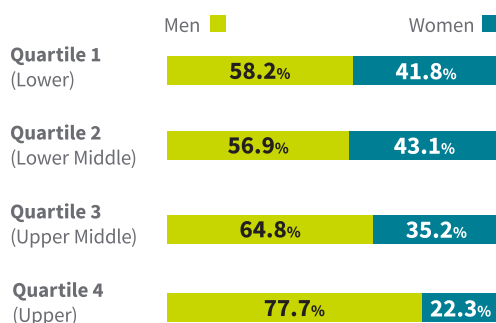


Tetra Tech Limited



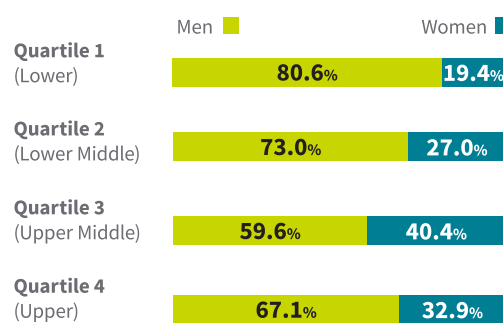
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Tetra Tech Environmental Management Limited

formally RPS Environmental Management Limited





Observations on the data:

Our gender pay gap results are based on the snapshot date of 5th April 2025.

Across the Tetra Tech group of companies, we continue to see improvements to both the mean and median gender pay gap supported by an increase in the number of females within our upper quartile; but we continue to see an imbalance in this area, which is a main contributor to our gender pay gap.

Our reported data for specific entities can also be found on the UK Government's website: [TETRA TECH LIMITED gender pay gap report for 2025-26 reporting year](#)

Notes on what is Being Reported and How is it Calculated

Gender Pay is not the same as Equal Pay. Equal pay is legally required and makes sure that both genders receive the same pay for doing the same (or equivalent) job.

Gender Pay is the comparison of the average hourly pay of men and the average hourly pay of women irrespective of the job they do, expressed as a percentage. We are legally required to share both a Median and Mean calculation.

Median: This is calculated by lining up the remuneration of male and female employees from highest to lowest. The median compares the female and the male in the middle of their lines.

Mean: This is the average of the whole sample for both men and women and therefore can be affected by extreme values at either end of the pay distribution.

All statistics were compiled using the standards set out in the relevant regulations.