



INFRASTRUCTURE

MINING & METALS

NUCLEAR, SECURITY & ENVIRONMENTAL

OIL, GAS & CHEMICALS



# Bechtel Limited UK Gender Pay Gap Report 2018

51°27'1"N | °58'31"W

**Bechtel Limited**, United Kingdom

At Bechtel, diversity and inclusion are key to our business success. They foster a healthy workplace, improve the quality of our decision-making, enhance fairness and motivation, and drive the innovation that gives us a competitive advantage. Developing and sustaining that advantage in the engineering and construction industry is especially challenging, given this sector's historical and significant underrepresentation of women.

Currently, only 22% of the core STEM (science, technology, engineering and maths) workforce in the UK are women, and only 12% of the engineering workforce in the UK are women. We fully support the UK Government's requirement for employers with more than 250 employees to publish gender pay gap data, because it shines a much-needed light on one of the most pressing issues in society today.

## Understanding Gender Pay

Today, we report Bechtel Limited's gender pay gap, based on hourly rates of pay (including salary, bonus and allowances) on 5 April 2018, and gender bonus gap, based on the 12-month period ending on 5 April 2018, as required by the government.

The pay gap is defined as the difference in average pay between all males and all females, regardless of their position or job within the company. However, men and women at Bechtel Limited are paid equally, in salaries and bonuses, for doing equivalent jobs.

The data shows a decrease in the gender pay gap when compared with our 2017 data, continuing a positive trend we've seen since 2012. We are also encouraged that the proportion of women in the two upper pay quartiles has increased.

While our pay gap continues to decrease, it is still driven by having fewer women in senior, higher-paid positions. The bonus gap increased compared to 2017 as a result of continued underrepresentation of women in senior positions where higher bonuses are paid.

## Closing the Gap

Bechtel Limited is committed to closing its gender pay gap. We have taken steps to achieve this result, and our diversity and inclusion programme is designed to improve and sustain our progress.

**Attract.** Bechtel Limited has policies in place to attract more women candidates and increase representation of women in the company. This summer we welcome to Bechtel an intern class that is more than 50% female, and in the autumn we will welcome a graduating class of new hires that is more than 80% female. We are delighted with these results.

In 2018, we introduced a new recruitment and hiring programme that improves transparency and removes potential bias from the process. This programme has already yielded more diverse pools of candidates to fill our open positions.

**Engage.** Bechtel Limited identifies and formally mentors female colleagues, helping to prepare them for future leadership positions. Our new talent management programme introduces additional visibility, ensuring greater diversity and fairness in employees' advancement.

We also continue to support and work with Women@Bechtel, a business resource group of Bechtel employees that advocates for gender inclusiveness.

**Build.** Bechtel Limited engages girls and young women and their families in STEM education that can lead to STEM careers:

- We partner with professional and educational organisations that help ensure a more diverse talent pipeline, including Women in Science and Engineering (WISE), the D&I Leadership Group of the Royal Academy of Engineering, and the Institute of Engineering and Technology through their FIRST LEGO league challenge for young people.
- Our partnership with the Science Museum Group during the government-led "Year of Engineering" campaign promoted careers in engineering.
- Dream Big, a Bechtel-sponsored film with a focus on encouraging female engineers, was viewed by 20,000 people in the UK.

While we recognise that reducing the pay gap will take time, we also recognise the pressing need to continue to attract, retain and promote women throughout our business. We confirm that the data contained in this report is accurate.



Paul Gibbs, Director  
Bechtel Limited

# Gender Pay Gap Data

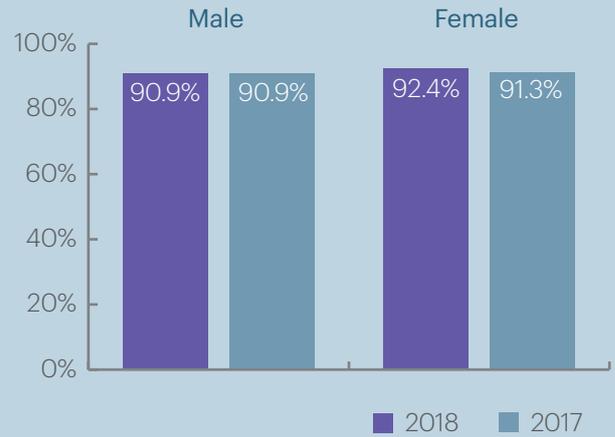
The gender pay gap is defined as the difference in average pay between all men and all women within the company, regardless of their position or job. The table shows Bechtel Limited's overall mean and median gender pay gap and bonus gap on 5 April 2017 and 5 April 2018 respectively.

While our pay gap continues to decrease, it is still driven by having fewer women in senior, higher-paid positions. The bonus gap increased compared to 2017 as a result of continued underrepresentation of women in senior positions where higher bonuses are paid.

	Mean		Median	
	2018	2017	2018	2017
Pay gap	27.3%	28.2%	30.5%	31.3%
Bonus gap	50.1%	49.4%	70.0%	63.2%

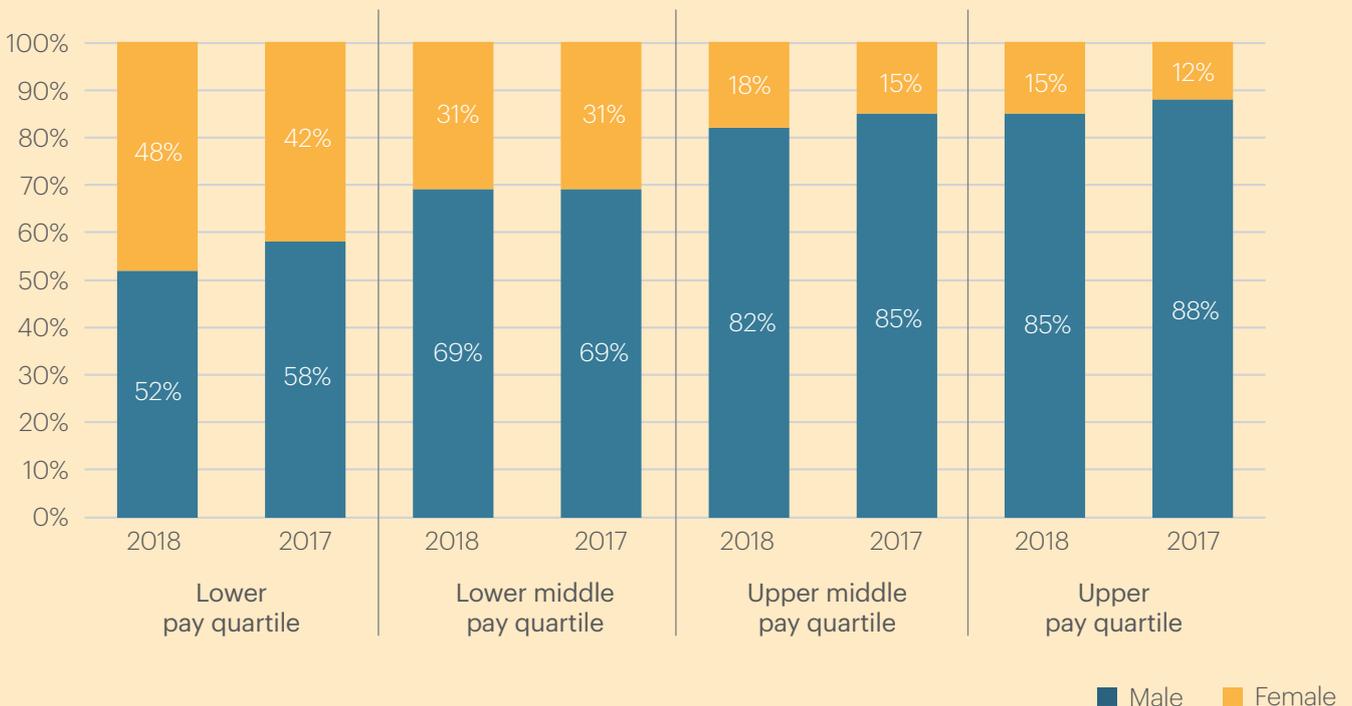
## Proportion of males and females receiving a bonus payment

At Bechtel Limited men and women continue to have equal opportunity to participate in the bonus programme. The chart shows a slightly higher proportion of women than men were awarded a bonus in both years.



## Proportion of males and females in pay quartiles

The chart below illustrates the gender distribution in four equal-sized pay quartiles. Though the data still reflects the female underrepresentation issue our industry is facing, the chart shows that the proportion of women has increased in the two upper pay quartiles.





[bechtel.com](http://bechtel.com)

**Bechtel Limited**

11 Pilgrim Street  
London  
England  
EC4V 6RN  
United Kingdom  
Tel: +44 20 7651 7777