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Bechtel Limited UK Gender Pay Gap Report 2020

51°27'11"N | °58'31"W

Bechtel Limited, United Kingdom

Bechtel Limited 2020 Gender Pay Gap Report

Bechtel's [Vision, Values and Covenants](#) include a commitment to a diverse, inclusive, and collaborative work environment. Fairness is at the heart of our Company's values.

Today, we report Bechtel Limited's gender pay gap, based on hourly rates of pay (including salary, bonus and allowances) on 5 April 2020, and gender bonus gap, based on the 12-month period ending on 5 April 2020, as required by the UK government.

The gender pay gap is defined as the difference in average pay between all males and all females within a company, regardless of position or job. A gender pay gap does not mean unequal pay.

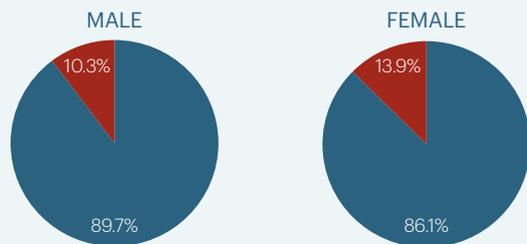
Men and women at Bechtel Limited are paid equally, in salaries and bonuses, for doing equivalent jobs.

Pay and Bonus Gap

	Mean	Median
Pay gap	32%	33%
Bonus gap	53%	73%

Proportion of males & females receiving a bonus payment

■ Received a bonus ■ Did not receive a bonus

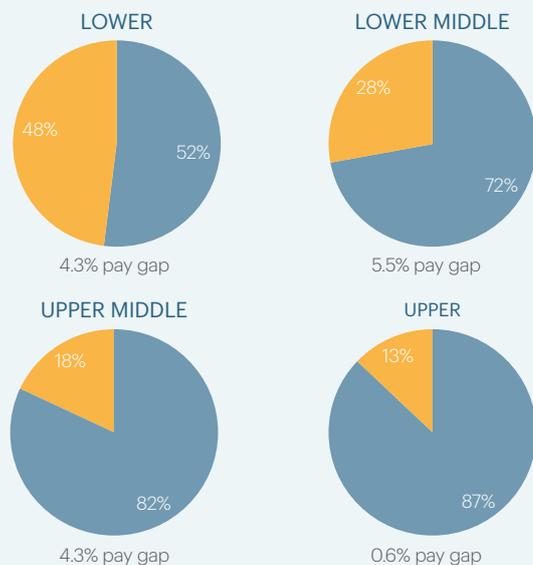


This shows a 3.6% difference in the number of men and women who received a bonus for their performance in 2020.

Pay Quartiles

Proportion of males and females in each quartile pay band

■ Male ■ Female



The above image illustrates the gender distribution at Bechtel Ltd. across four equally sized quartiles. The numbers below each pie chart show the mean hourly pay gap for the employee population within each quartile.

Understanding the Gap

Our gender pay gap continues to be driven by the fact that there are more men in senior higher-paid roles within the Company. The bonus gap is also driven by fewer women in senior positions where higher bonuses are paid.

Bechtel Limited's Actions to Reduce the Gap

Although we saw progress in decreasing our gender pay gap over the past few years, the gap increased slightly this year despite initiatives undertaken in the past. In response we are redoubling our efforts and taking further steps to improve performance including:

- Trialling a new gated process with a goal of having at least one woman shortlisted for each senior vacancy
- Launching regular dedicated female talent reviews to drive visibility of the talent pipeline and identify specific opportunities for development, including mentoring and sponsorship
- Reviewing our flexible working policy, including updating job descriptions to assist women to maintain their career through changes in family circumstances
- Actively seeking construction site-based assignments for early career hires to ensure women get this experience
- Revising our project performance dashboards to include D&I metrics to create greater visibility and accountability for performance
- Completing a comprehensive review of our maternity/paternity policy and benefits

Like many interventions to build a more diverse and inclusive workforce, we recognise there will likely be a lag effect before impacts are seen in formally reported data. This is a multi-year project and, like our challenge to constantly improve safety in the sector, no competition for ideas. We welcome input and engagement from companies and organisations across the sector in our commitment to improve our numbers.

As one of the world's leading engineering, procurement and construction companies, we aspire to be a gateway for a rewarding, purposeful career in our industry: where women thrive at every level of the organisation. As a dedicated equal opportunity employer, Bechtel Ltd. will continue to work towards its goal of reducing the gender pay gap.

We confirm the data reported is accurate.

John Williams
Bechtel Limited
4 April 2021



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