

# Bechtel Australia's GENDER PAY GAP 2023



We're proud of the role we've played over the past 70 years in the design and construction of some of Australia's most significant infrastructure, mining, and energy projects.

It takes extraordinary teams to build these inspiring projects, and we know that diverse, high performing teams are critical to our ongoing success.

Our overall gender pay gap results show that while all of our colleagues receive the same pay for the same job, we still have some way to go to achieve balanced gender representation across our business.

We recognise it's going to take further targeted initiatives to achieve greater diversity within all levels of leadership to enable equal opportunity for all, and to create a truly inclusive environment.

These targeted initiatives include:

## **Investing in our people as one of Bechtel's Core Strategic Principles:**

- Improving our sense of belonging and inclusion by us all living up to our Enterprise-wide [Vision, Values and Commitments](#).
- Focussed leadership development for our emerging female talent.
- Industry-recognised DE&I training for all colleagues aimed at building effective gender partnerships and more generally equipping our colleagues with tools to make cultural change.

## **Continued implementation of our D&I Roadmap:**

- Embedding regular D&I reporting and processes.
- Setting guiding goals for female representation, with particular focus on our more senior roles.
- Ensuring our hiring practices are inclusive to enable equality of opportunity.

## **Targeted recruitment and engagement programs:**

- Nation-wide STEM Returners partnership to proactively target talented individuals who are re-entering their careers.
- Improving our referral program for strategic hires.
- Continuing industry outreach with schools, universities, and professional networks to enhance participation of girls and women in STEM education within the engineering and construction industry.

We know we still have a lot of work to do. We are committed to relentlessly driving representation across all levels of the organisation and will continue to implement the necessary policies, approaches, and tools to help us close the gap, eliminate barriers to opportunity and enhance the representation of women in our industry.

A handwritten signature in blue ink, appearing to read "Shaun Kenny".

**Shaun Kenny**  
**Managing Director**  
**Bechtel Australia**