

# Bechtel Limited U.K. Gender Pay Gap Report



Whilst celebrating our 125th anniversary, Bechtel has continued its long tradition of delivering extraordinary teams to build inspiring projects all over the world. We recognise that for these teams to be exceptional, they must reflect the strengths of society. At Bechtel Limited, we are committed to a workplace offering equal opportunities. We recognise the historic under-representation of women across the sectors, and we collaborate proactively across industry and with educational groups to drive programmes and policies that support gender diversity.

## Understanding the Gender Pay Gap

Bechtel Limited's current gender pay gap report is based on hourly rates of pay (including salary, bonuses, and allowances) as of 5 April 2023, and the gender bonus gap is based on the 12-month period ending on 5 April 2023. The pay gap is defined as the difference in average pay between all men and all women, regardless of their position or job within the company. This is different from equal pay which means paying men and women equally for doing equivalent jobs. Bechtel Limited has policies and practices in place to ensure its employees are paid equally relative to their role, experience, skills, and performance.

## Closing the Gap

The data this year reflects the positive steps we are taking to close the gap — including the stronger representation of women in more senior grades. This is a critical factor in closing the gap, which we have addressed through several intentional initiatives.

## Bechtel Limited Gender Pay Gap

|           | Mean |      |      | Median |      |      |
|-----------|------|------|------|--------|------|------|
|           | 2021 | 2022 | 2023 | 2021   | 2022 | 2023 |
| Pay Gap   | 27%  | 23%  | 19%  | 31%    | 23%  | 22%  |
| Bonus Gap | 46%  | 45%  | 27%  | 68%    | 60%  | 35%  |

## Our Actions

This year, we have continued to drive our long-term strategy to achieve gender equality, resulting in a growing number of female project managers on sites and more women in leadership positions. We have also increased diversity, equity, & inclusion (DE&I) training for all employees, expanded Catalyst's 'Men Advocating Real Change' programme, and made sexual harassment training mandatory for all supervisors. Other efforts to continue reducing the gender gap include:

- Partnering with the Society of Women Engineers.
- Improving our maternity and paternity leave policies.
- Sponsoring the SHE BUILDS UK project to challenge gender stereotypes.
- Promoting Women@Bechtel, our internal business resource group, with a full schedule of events throughout the year.
- Creating more ambitious long-term hiring goals and succession plans.



# DE&I Stories from 2023

## A Photography Exhibition to Celebrate Female Role Models in the Construction Industry

We were delighted to co-sponsor SHE BUILDS UK — an initiative using portrait photography to celebrate female role models from the construction industry. It included a pop-up exhibition in London, a larger online exhibition, and an appeal for women from across the industry to inspire others to follow their lead. This was the brainchild of Neil Perry, who decided to act after his 7-year-old daughter commented that ‘only men are builders.’



Three portraits of Bechtel engineers from the exhibition



Photographer Neil and his daughter Jess, who inspired the initiative

## Introducing Engineering to Primary Schoolchildren

At our Pile Fuel Cladding Silo waste-retrievals project at Sellafield in Cumbria, we take part in programmes like Dream Big — a full immersive five-week course that introduces engineers to disadvantaged primary school children in the northeast of England.

### Lucy Higgins; Project Controls Apprentice:

*“It’s been brilliant meeting young girls across schools in West Cumbria to talk about the work I do in Project Controls and empower them to realise that even in a male dominated industry, girls can work with maths, science, and engineering. My favourite reaction is the realisation that there is such a wide range of opportunities they can explore, and I am excited to continue this important initiative next year.”*



Our PFCS Engineering Team showing a local primary school class the apps they use to design.

### Ivan Baldwin; Bechtel UK Nuclear Power Business Head; Women in Nuclear UK President:

*‘Bechtel has supported my two-year tenure between 2022 and 2024 as the President of Women in Nuclear U.K. (WiN U.K.). The nuclear sector is focused on growing its skills base significantly to meet the growing demand for energy security and net zero. To do this, it knows it must tackle the industry’s gender imbalance and ensure that it is attracting and retaining people from across the U.K.’s communities. Male allies like myself, who represent 80% of the U.K. nuclear workforce, have to lean in and do more. In this role I have worked with a team of cross-industry female professionals who lead thousands of members across the U.K. to deliver programmes that focus on attraction, retention, and dialogue.’*



Ivan (6th from left) at a WiN roundtable with IAEA Director General Grossi

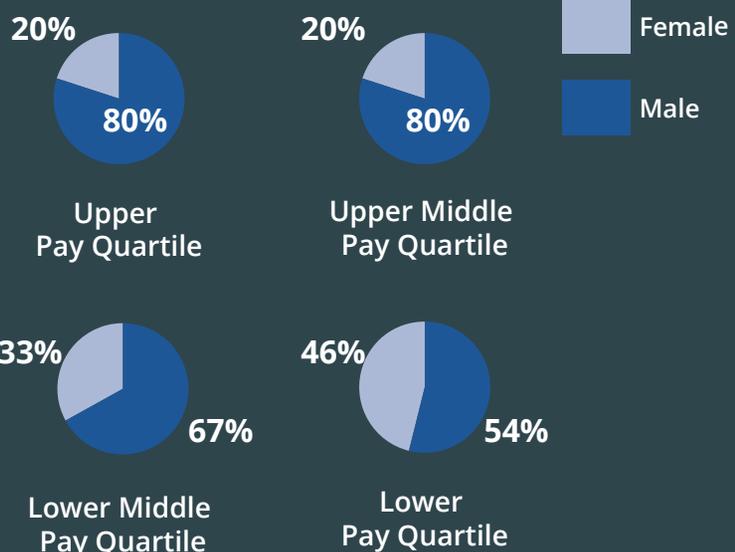


# Bechtel Limited Gender Pay Gap 2023

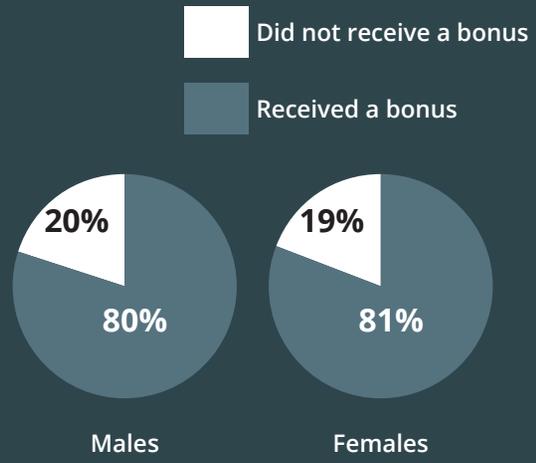
**PAY GAP** Difference between men and women

|           | Mean | Median |
|-----------|------|--------|
| Pay Gap   | 19%  | 22%    |
| Bonus Gap | 27%  | 35%    |

Proportion of males and females in pay quartiles (%)



Proportion of males and females receiving a bonus payment (%)



**David King**  
**Bechtel Limited**  
**28 March 2024**