



U.K. gender pay gap report

At Bechtel, diversity and inclusion are values critical to business success. They foster a healthy workplace, improve the quality of decision making, enhance fairness and employee motivation, and drive innovation. Sustaining and enhancing diversity and inclusion in the engineering and construction industry continues to be challenging, given its historical and significant underrepresentation of women. However, Bechtel has policies and programmes in place to sustain and enhance diversity across its teams.

Understanding gender pay

Bechtel Limited's current gender pay gap report is based on hourly rates of pay (including salary, bonus, and allowances) on 5 April 2021, and gender bonus gap based on the 12-month period ending on 5 April 2021.

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, it is important to note that men and women at Bechtel Limited are paid equally for doing equivalent jobs.

Closing the gap

Our gender pay gap has decreased since last year. Our policies and programmes work in increasing diversity and inclusion of our teams, though our pay gap data continues to be driven by having fewer women in senior, higher-paid positions. Bechtel Limited is committed to consistently continuing to drive efforts that enhance representation across the Company.

Programmes that continue to sustain our diversity and inclusion gains include:

- Implementation of a permanent hybrid working policy to provide additional flexibility in our offices and on jobsites.
- Focused implementation of diversity and inclusion into all aspects of our work, supported by a regional diversity and inclusion council and measured through consistent dashboards.
- Adjustment of recruitment processes:
 - Aim to include at least one qualified female for all senior positions.
 - Implement [WISE](#) and [SWE](#) best practices and more gender-inclusive language in recruitment ads.
- Adjustment to maternity leave bonus policies to enhance equity.
- Conducted education sessions to ensure all employees understand the maternity, paternity, and shared parental leave benefits available to them.
- Continued implementation of [Men Advocating Real Change](#) and EMPOWER workshops to raise awareness and enhance skills for all team members.

Bechtel Limited continues to hold diversity and inclusion as values and will continue to relentlessly drive representation across all levels of the organisation. Bechtel Limited is committed to that goal and is held accountable for its success.

John Williams
Bechtel Limited
31 March 2022

Gender pay gap data (as of 5 April 2021)

	Mean	Median
Pay gap	27%	31%
Bonus gap	52%	68%

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 program.

Male	81%
Female	88%

Proportion of males and females in pay quartiles

Pay quartile	Male	Female
Lower	50%	50%
Lower middle	77%	23%
Upper middle	81%	19%
Upper	85%	15%