

# Bechtel Australia's GENDER PAY GAP 2024



While all of our colleagues receive the same pay for the same job, our overall gender pay gap highlights the ongoing need to improve gender balance across our business in Australia, and we remain committed to addressing this. Bechtel Australia's average total remuneration gender pay gap for 2023 to 2024, as calculated by the WGEA, is 22.3%.

Our targeted initiatives remain the same:

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

- Improving our sense of belonging and inclusion through efforts consistent with our enterprise-wide [Vision, Values and Commitments](#).
- Focused leadership development for our emerging female talent.
- Industry-recognised D&I training for all colleagues designed to foster effective gender partnerships and equip them with the tools to support a more inclusive workplace culture.

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

- Embedding regular processes to recruit from a strong and diverse pipeline of talent.
- Retaining and developing all our people by fostering an inclusive culture that offers opportunities for career growth into senior roles.
- Ensuring our hiring practices are fair and inclusive.

## **Recruitment and engagement programs:**

- Nation-wide STEM Returners partnership to engage talented individuals who are re-entering their careers.
- Embedding our referral program for strategic hires across our Australian businesses.
- Continuing industry outreach with schools, universities and professional networks to grow interest and participation in STEM education within the engineering and construction industry.

We are working closely with our Bechtel Resource Group, 'Women@Bechtel,' to drive a stronger representation of women at all levels of the organisation. We are committed to continuously refining our policies, strategies, and tools to close the gender gap and removing barriers to opportunity.

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

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