



Gender Pay Gap Report

2024-2025



Introduction

Bechtel is proud to be a company made up of extraordinary teams building inspiring projects. We continue to champion diversity within our teams, recognising that a diverse range of voices makes us better, more innovative and creates a happier workplace environment. We recognise the current and historical under-representation of women across the different industries we are working in, and we are continuing to collaborate with industry, and educational groups to drive progress by offering programmes that enable diversity, including gender diversity. At Bechtel Limited, we are committed to being a workplace that offers equal opportunities for all, regardless of race, gender, ethnicity, religion or socioeconomic background.

Understanding the Gender Pay Gap

The pay gap is different from pay equity. Pay equity 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. Bechtel Limited’s current gender pay gap report is based on rates of pay (including salary, bonuses, and allowances in ordinary pay) as of 5 April 2024, and the gender bonus gap for the 12-month period ending on 5 April 2024.

The Data

The data this year highlights the overall trend of improvement since we started reporting in 2017. Whilst the mean and median pay gap figures have not improved this year, we see a further increase on the previous year in the number of women in our most senior grades. This is a key factor in closing the gap.

Our Actions

This year we continue to strengthen our Diversity, Equity and Inclusion program to ensure we represent the communities and customers that we serve. As a global business we seek to provide opportunities for career growth and development which have seen many of our women in leadership assigned to other regions including the US, Canada and Saudi Arabia. Whilst this impacts our UK gender pay gap results, we are confident that we are investing in the necessary programs to ensure a robust pipeline of diverse talent.

Our focus in 2024 has been ensuring our employee experience is inclusive from first contact through recruitment to leaving the Company. We have partnered with The Clear Company to assess our employee life-cycle experience and are pleased to report that we achieved Silver Level with their industry leading Clear Assured accreditation.

Other efforts to continue reducing the gap include:

- Partnering with the Women in Engineering Society and Women in Nuclear
- Forming a DE&I Steering Committee with executive level sponsorship
- Partnering with Women@Bechtel, our internal business resource group, to deliver a full schedule of events throughout the year including a focus on menopause and infertility
- Investing in the development of women in leadership through the Raise the Bar Women in Leadership L3 and L5 Qualification
- Attracting the best, broadest and most diverse talent pools through applying best practice recruitment strategies

Bechtel Limited Gender Pay Gap (Difference between men and women).

	Mean								Median							
	2017	2018	2019	2020	2021	2022	2023	2024	2017	2018	2019	2020	2021	2022	2023	2024
Pay Gap	28%	27%	31%	32%	27%	23%	19%	22%	31%	31%	28%	33%	31%	23%	22%	26%
Bonus Gap	49%	50%	52%	53%	46%	45%	27%	30%	63%	70%	71%	73%	68%	60%	35%	34%

DE&I Stories from 2024

Women in Construction Awards

In September a group of our infrastructure colleagues attended the Women in Construction Awards where we were shortlisted for three awards:

- Inclusive Company Award
- Mike Higgins, Project Manager, nominated for Male Ally Award
- Issy Shannon, Sustainability Coordinator, nominated for the One to Watch Award.

It was great to be recognised externally for the work we are doing on gender equality and diversity within the industry.



STEM Work

We have continued our work to inspire young people, particularly girls, into the industry. We hosted female interns across the UK and took part in a number of school initiatives including STEMazing, FIRST® LEGO® League, Future Leaders and the Association of Black and Ethnic Minorities Engineers. This work is crucial to inspire the next generation of young girls into the industry, as when we showcase our strong female leaders at these events, it raises aspirations of young people. We have reached over 100,000 children globally with some of these initiatives and it remains a priority of the business.



Below is the raw data we will input onto the government website, a statutory requirement, exactly as we have done in previous years:

Bechtel Limited Gender Pay Gap 2024

Pay gap (difference between men and women)		
	MEAN	MEDIAN
Pay gap	22%	26%
Bonus gap	30%	34%

Proportion of males and females receiving bonus		
	MALE	FEMALE
Received a bonus	93%	94%
Did not receive a bonus	7%	6%

Proportion of males and females in pay quartiles		
	MALE	FEMALE
Upper pay quartile	82%	18%
Upper middle pay quartile	80%	20%
Lower middle pay quartile	71%	29%
Lower pay quartile	52%	48%

David King OBE
General Manager UK & Ireland