

Bechtel Limited U.K. Gender Pay Gap Report



Bechtel Limited recognises the importance of fostering a fair and inclusive workplace and is committed to providing equal opportunities for its employees.

The industries in which Bechtel Limited operates have historically experienced lower representation of women in certain roles and grades. Bechtel Limited continues to focus on initiatives to support attraction, retention, and progression of women within its U.K. workforce.

As a company, we are committed to providing equal opportunity for all, regardless of race, gender, ethnicity, religion or socio-economic background.

Understanding the Gender Pay Gap

The gender pay gap is different from pay equity. Pay equity means paying men and women equally for doing the same or equivalent work. Bechtel Limited has policies and practices in place to ensure its employees are paid equally relative to their role, experience, skills, and performance.

This Gender Pay Gap Report for Bechtel Limited is based on hourly rates of pay (including salary, bonuses, and allowances) as of 5 April 2025, and on bonus payments made for the 12-month period ending on that date.

Our Actions

Bechtel Limited continues to invest in its Diversity and Inclusion (D&I) programmes to better reflect the communities and customers we serve. Our ongoing initiatives foster inclusive workplaces for all employees, and help us attract, retain, and develop top talent.

Bechtel Limited’s 2025 D&I Highlights:

- Hosting the Building Belonging: *Women in Infrastructure Forum* in London
- Partnering with the Women@Bechtel Business Resource Group to deliver a career development speaker series and discussion groups on how to collectively support women’s development
- Partnering with Women in Nuclear, attending the Global Conference in London with three speaking engagements and a recruitment booth
- Being shortlisted for the New Civil Engineer EDI Leader Award as a recognition of our progress in D&I.

Building Belonging Forum

In July, the *Building Belonging Forum* was launched to discuss key challenges, solutions, and opportunities for improving women’s experience working in the construction industry and at Bechtel. In total, more than 80 colleagues attended with guest speakers including senior female leaders from across the company.

The event addressed important topics including global mobility, balancing family responsibilities with work, and pathways for career advancement. These topics are now the focus of working groups to further the discussion and take action to improve the felt experience of all our employees.

Leadership Programme Qualification

Bechtel Limited continues to sponsor a number of women to attend Raise the Bar’s Level 5 Leadership Management Apprenticeship, which supports aspiring leaders through workshops and written assignments, with recognised qualifications awarded upon completion.

Subjects taught include leadership and ethical practices, financial and resource operations, compliance and legal frameworks. The format of the course reflects real-life challenges that leaders will face on projects and equips future female leaders with the right training and support to address them.



Steve Kay
Managing Director, Bechtel Limited

Bechtel Limited Gender Pay Gap (Difference between Men and Women)

Pay Gap	Mean										Median									
	2017	2018	2019	2020	2021	2022	2023	2024	2025	2017	2018	2019	2020	2021	2022	2023	2024	2025		
Pay Gap	28%	27%	31%	32%	27%	23%	19%	22%	18%	31%	31%	28%	33%	31%	23%	22%	26%	27%		
Bonus Gap	49%	50%	52%	53%	46%	45%	27%	30%	21%	63%	70%	71%	73%	68%	60%	35%	34%	60%		

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 2025

Pay gap (difference between men and women)

	Mean	Median
Pay Gap	18%	27%
Bonus Gap	21%	60%

Proportion of males and females receiving bonus

	Male	Female
Received a bonus	97%	96%
Did not receive a bonus	3%	4%

Proportion of males and females in pay quartiles

	Male	Female
Upper pay quartile	79%	21%
Upper middle pay quartile	79%	21%
Lower middle pay quartile	71%	29%
Lower pay quartile	52%	48%



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