

# Bechtel Limited

## U.K. GENDER PAY GAP

### 2022 REPORT



Bechtel has a history of extraordinary teams building inspiring projects. Diverse, high performing teams are critical to that success. Bechtel Limited continues to enhance programs and policies that sustain gender diversity. We are also committed to sustained engagement with industry and educational institutions to address historical and significant underrepresentation of women in the engineering and construction industry.

#### 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 2022, and gender bonus gap based on the 12-month period ending on 5 April 2022.

The gender pay gap is different than equal pay. Equal pay is 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

This year, we are pleased to see our best set of results since reporting on the gender pay gap began in 2017. Over the years, Bechtel Limited put several initiatives in place to improve the number of women in more senior roles, and we can see that these are making a positive impact. Significant increase in the number of women in senior, higher-paid positions indicates we are on the right path to closing the pay gap as defined by the U.K. Government.

We are proud to be the first company in the industry to be awarded the international standard ISO 30415 in Human Resource Management: Diversity and Inclusion for our efforts to improve gender equity.

#### Initiatives and policies we drive to continue to embed diversity, equity, and inclusion (DE&I) into the way we work include:

- Regular DE&I reporting and equipping our colleagues with tools to engage in inclusion conversations.
- Signing the Inspiring Women in Construction and Engineering Pledge to further drive accountability.
- Continuing industry-recognised DE&I training for all colleagues aimed at building effective gender partnerships, as well as offering a career development programme designed specifically for women at all levels in the business.
- Setting recruitment goals for female representation, improving our referral programme, and holding diverse panel interviews across the business.
- Continuing industry outreach with schools, colleges, and professional networks to enhance participation of girls and women in STEM education in the engineering and construction industry.

Bechtel Limited is committed to relentlessly driving representation across all levels of the organisation. We know there is still work to do to close the gap, and we will continue to implement the necessary tools that will help us accelerate progress towards this important goal.

A handwritten signature in black ink, reading "Michelle De Franca".

Michelle De Franca  
Managing Director, UK & Ireland  
Bechtel Limited  
30 March 2023





**Difference in pay and bonus (%)**

PAY GAP	Mean						Median					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
Pay Gap	28	27	31	32	27	23	31	31	28	33	31	23
Bonus Gap	49	50	52	53	46	45	63	70	71	73	68	60

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

BONUS	Male						Female					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
Received a bonus	91	91	89	90	81	82	91	92	91	86	88	80
Did not receive a bonus	9	9	11	10	19	18	9	8	9	14	12	20

**Proportion of males and females in pay quartiles (%)**

PAY BAND	Male						Female					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
Lower pay quartile	58	52	51	52	50	54	42	48	49	48	50	46
Lower middle pay quartile	69	69	71	72	77	65	31	31	29	28	23	35
Upper middle pay quartile	85	82	79	82	81	80	15	18	21	18	19	20
Upper pay quartile	88	85	86	87	85	80	12	15	14	13	15	20