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Bechtel Limited UK Gender Pay Gap Report 2019

Snapshot taken on April 5, 2019



Difference in pay and bonus

The gender pay gap is defined as the difference in average pay between all men and all women within the company, regardless of their position or job.

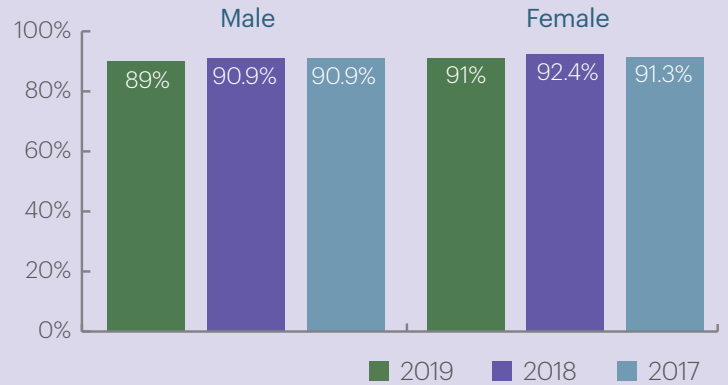
Men and women at Bechtel Limited are paid equally, in salaries and bonuses, for doing equivalent jobs.

The table shows Bechtel Limited's overall mean and median gender pay gap and bonus gap on 5 April of the three respective years.

	Mean			Median		
	2019	2018	2017	2019	2018	2017
Pay gap	31%	27.3%	28.2%	28%	30.5%	31.3%
Bonus gap	52%	50.1%	49.4%	71%	70.0%	63.2%

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 programme.



Proportion of males and females in pay quartiles

The chart below illustrates the gender distribution in four equal-sized pay quartiles.

