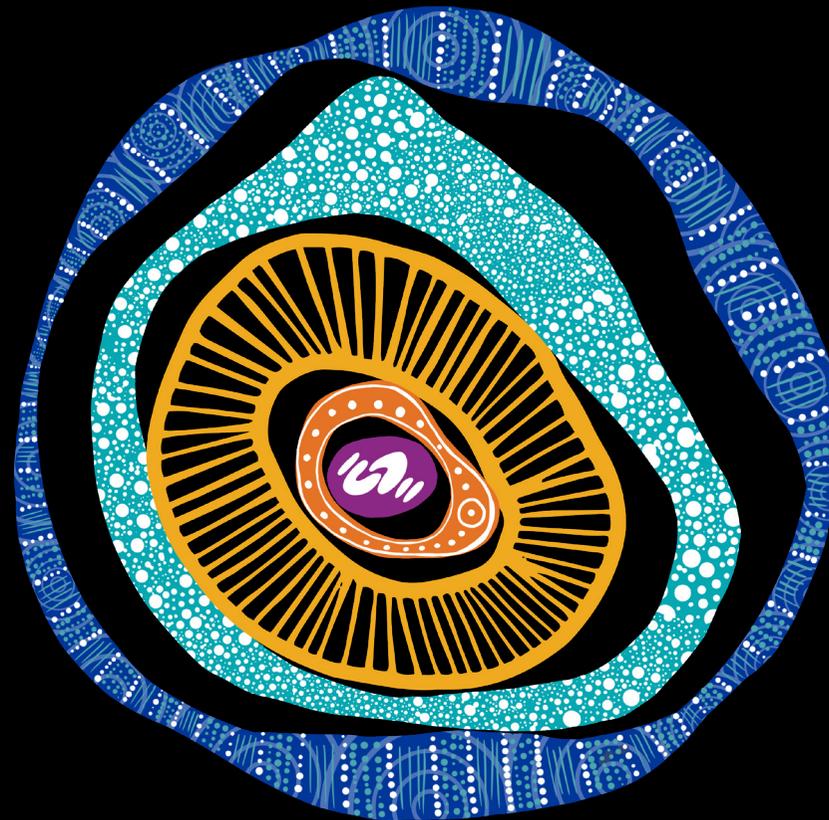




# Beca Australia Employer Statement 2024-2025

Workplace Gender Equality Agency (WGEA)

Beca acknowledges First Nations peoples of Australia as the Traditional Custodians of the lands, waters and communities where we live, learn and work.



Canberra Office  
**Ngunnawal**

Adelaide Office  
**Kurna**

Brisbane Office  
**Turrbal & Yuggera**

Melbourne Office  
**Boon Wurrung & Wurrundjeri**

*Designed by Pat Caruso*

Sydney Office  
**Gadigal**

Newcastle Office  
**Awabakal**

# Message from the Managing Director Australia

## Making every day better

I am pleased to share Beca's 2024-2025 Employer Statement. At Beca, our people, and the diversity of perspectives they bring are our greatest strength.

We believe that diverse and inclusive teams are a catalyst for better ideas, stronger collaboration and more innovative outcomes for our clients and communities.

We are committed to a culture where everyone belongs and while we've made progress in reducing the gender pay gap in Australia, there's still more to be done.

Strengthening women's representation at every level of our business and closing the gender pay gap remain key priorities. We'll continue to deliver progress through our dedicated program of initiatives. One of our key highlights reflecting on this reporting period was winning the People First category of the Consult Australia Award, that specifically highlighted both Killibinbin, our Sponsorship Program for women and recognised the work of our Gender@Beca Affinity Group.

Our goal in Australia is for our workforce to reflect the diversity of the clients and communities we serve. We will continue to report openly, accelerate our progress, and refine our initiatives to deliver lasting, equitable outcomes.

I look forward to building on our progress and delivering further meaningful change.



**Andrew Mailer**  
Managing Director, Australia



# About Beca

Beca is one of Asia Pacific's largest independent advisory, design and engineering consultancies. After a century of operation, Beca have grown from a family-owned business to one of the most progressive, client-centric professional services consultancies in our region. Beca has more than **4,100 employees** in **24 offices** around the world and have delivered projects in more than **70 countries**.

Beca's employee-ownership model remains key to the future of the business. It underpins the organisation's commitment to building and sustaining long-term client relationships, drives a positive, purpose-led and growth-oriented culture, differentiates Beca from its competitors, and reinforces its social contract.

**Beca aims to create an environment where everyone has an equal opportunity to succeed.**

Beca continues to advocate for gender equality and pay equity for all employees across our workplaces. Addressing Gender Pay Gaps (GPGs) through meaningful actions and working toward equity for all employees remains one of our top priorities.

Unless otherwise stated, all references to Beca in this document include Hunter H2O, which was acquired by Beca.



# What are GPGs?

Each year, the Workplace Gender Equality Agency (WGEA) requires Australian organisations of 100 employees or more to report their GPGs. WGEA then publishes these results on its website. While Beca continues to make positive progress in reducing some of our GPG measurements, our current figures do not yet reflect where we aspire to be as an organisation. We remain committed to taking action to improve them.

## What is a GPG?

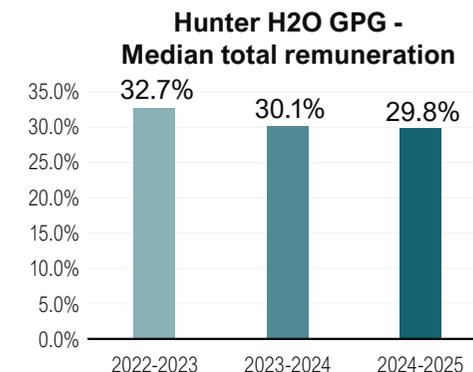
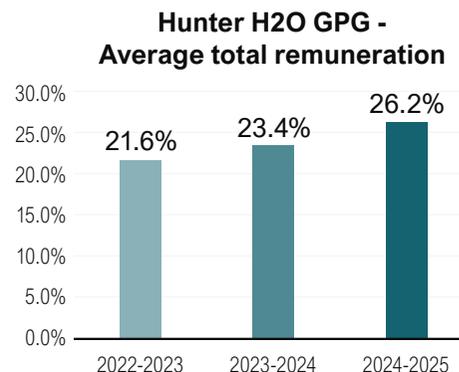
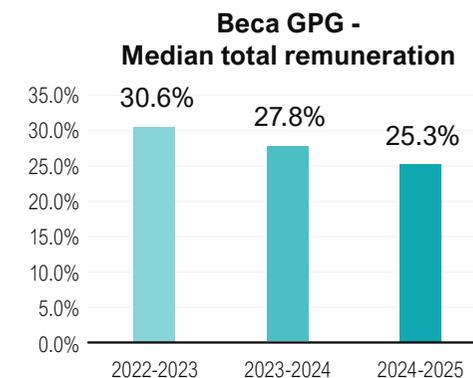
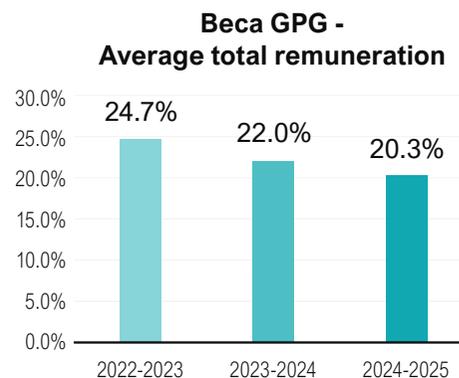
| WGEA GPG  | Beca Pay Equity   |
|---|---|
| <ul style="list-style-type: none"> <li>A GPG is the difference between the average or median remuneration of men and women, expressed as a percentage of men's remuneration at an organisational level</li> <li>WGEA publish employer GPGs by a number of different measures including average remuneration, median remuneration, base salary and pay quartile</li> </ul> | <ul style="list-style-type: none"> <li>Beca measures the difference between the median male hourly rate (pay) and the median hourly rate (pay) for women for doing work of equal value across our 12 career levels</li> <li>Our pay equity metric is formally reviewed twice a year, before and after our annual performance and remuneration review process which concludes in May</li> <li>In addition to pay equity, we also measure the WGEA gender pay gaps</li> </ul> |

WGEA GPGs for Beca Pty Ltd & Hunter H2O for the last 3 reporting periods are depicted in the graphs.

In the WGEA 2024-2025 reporting year, the Beca Australia workforce comprised 31% women and 69% men, whilst in Hunter H2O, the workforce comprised 26% women and 74% men.

For Beca Pty Ltd (our largest Australian entity), both the average total remuneration and median total remuneration GPGs continued to decrease, and in Hunter H2O, the GPG average total remuneration increased by 2.8% and the median total remuneration GPG decreased slightly.

Hunter H2O was acquired by Beca in April 2022 and will be fully integrated with Beca in 2026. Due to the small employee size of Hunter H2O, small incremental changes in workforce composition can result in larger impacts on GPGs. Beca continues to monitor remuneration movements across all Australian entities including managing some of the challenges with employing into regional locations.



# Drivers of the GPG

## Why do organisations have GPGs?

There is no one single cause of a GPG. GPGs reflect the mixed challenges of working in an industry dominated by men, national workforce trends that affect gender representation and pay, our historical organisational structure, and differences in job types and career pathways.



## Industry Challenges

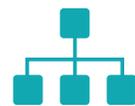
- Historical reduced earning capacity of women over their lifetime due to social and economic factors
- Low interest in girls studying Maths at school
- Misconception that women are not suited to careers in STEM
- Engineering Australia highlight the continued challenges, **“Engineering is the largest employer of all STEM occupations. Engineering has the lowest female representation, with only around 16 per cent of Australian engineering graduates and approximately 14 per cent of the Australian engineering workforce being female”.** Additionally, **“Engineering has a retention issue, with only around 38 per cent of qualified female engineers working in an engineering occupation.”**

*Engineers Australia, September 2023, ‘Strengthening diversity in STEM’, Page 2.*



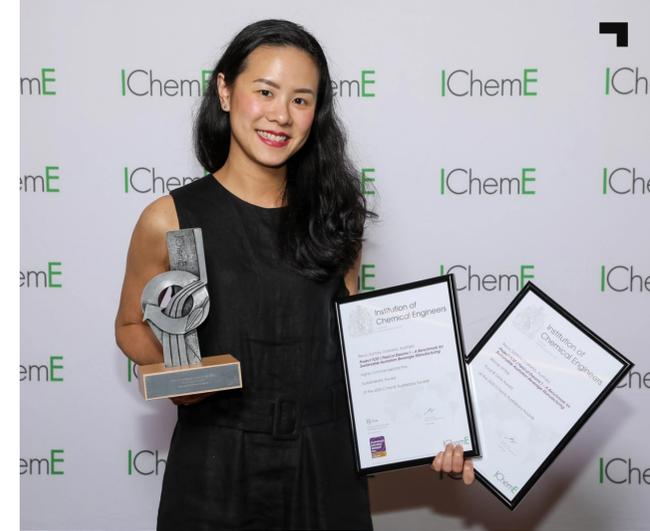
## Reframing Historical Narratives

- Balancing career development and progression whilst allowing time to fulfil caring responsibilities
- Perceived limitations that women cannot balance senior roles with family responsibilities.
- Women have a greater time out of the workforce for caring responsibilities, and could have the potential to miss out on career opportunities.



## Organisational Hierarchy

- More men are in higher paid roles than women
- More women work part time than men and more women are in lower paid roles than men



# Global Beca Approach to Gender Targets and Pay Equity



## Global Gender Targets

In 2021, Beca introduced a long term 40/40/20 gender target for 2030, aiming for at least 40% women, at least 40% men, and the remaining 20% women, men or non binary people. In 2025, we extended this target to our primary Australian governing body, Beca Pty Ltd, for the first time.

Our current Beca Pty Ltd Board membership comprises 50% women (excluding Chair).



## Group Diversity & Inclusion (D&I) Initiative

Our D&I Initiative focuses on valuing difference and enhancing our gender and cultural diversity. Our creative people are our greatest asset and the more diverse we are, the better our ideas, strategies and client solutions will be and the more we will represent our world. We know that we are stronger when people from different backgrounds and perspectives work together.

Our Beca Group D&I Steering Group champions and leads D&I across Beca. The Managing Director of our Australian business is part of the global 10-person strong D&I Steering Group.



## Global monitoring of pay equity measurements

Pay equity across our global operations is formally reviewed twice a year, before and after our annual performance and remuneration review process which concludes in May and are published publicly in the Beca Annual Report.

The Australian pay equity percent was 2.5% in the last internal Beca reporting period which is outside the target pay equity measurement of + / - 1%.

Additionally, WGEA GPG % for Beca Pty Ltd and Hunter H2O are analysed annually for the WGEA reporting periods.



## Global Employee Affinity Groups

Employee Affinity Groups at Beca are collectives formed by employees who share a common identity or lived experience. These groups provide critical insight, amplify diverse perspectives, and help shape and deliver our DEI initiatives, strengthening belonging across the organisation. Gender@Beca is a key Affinity Group and plays a central role in advancing our gender equity work in Australia through its leadership, advocacy, and practical influence on our initiatives.

**Beca gender targets apply across all levels of our business including graduate, early career, mid-career and senior cohorts. This target was set by the Beca Executive Leadership Group and is a commonly used goal for gender targets, whilst still recognising a realistic workforce balance that includes all employees.**

# Focused Gender Actions

## ✓ Completed Gender Actions



### Governing Body Gender Targets

Extension of 40/40/20 gender targets to Australian Governing Body - Beca Pty Ltd.



### 2025 Killibinbin Program

Killibinbin is a Sponsorship Program for women that matches 12 mid-career employees with Sponsors who journey together, being supported, nurtured and championed through a tailor-made sponsorship program.



### Paid Parental Leave

Eligible employees receive 14 weeks paid primary carer's leave in addition to government paid parental leave.

### Primary Carer Leave

*During the last reporting period, high numbers of men accessed paid primary carer leave, 41% were women & 59% were men.*



### Accredited Breastfeeding Friendly Workplace

Beca is an accredited Breastfeeding Friendly Workplace and we have held this Accreditation for the last 13 years. We provide an inclusive and culturally supportive environment for breastfeeding employees and their families.



### Mac.Robertson Girls High School Partnership

Our Mac.Robertson Girls High School Partnership started in 2023 to inspireScience, Technology, Engineering and Maths (STEM) careers for high school students. Since the program commenced, 134 girls have completed the work experience and mentoring programs.



### Networking Events For Women hosted by Gender@Beca

Gender@Beca group hosted Networking Events and discussion forums for employees. We supported the community through not-for-profit organisations 'Dressed For Success' with professional clothing donations and collected essential items for women and children through Share the Dignity's 'It's in the Bag' campaign.



### People First Award – Consult Australia

Announced by Consult Australia at their Gala Awards Dinner on Thursday, 27 March 2025 at ICC Sydney, the People First award *“recognises advisory firms that have implemented and delivered outstanding initiatives that benefit their people”*.

Beca's winning entry focused on our Gender initiatives, including Killibinbin and our 'Gender@Beca' Affinity Group, that are helping talented women build thriving careers in a traditionally male-dominated profession.



2025 Killibinbin cohort

# Focused Gender Actions



## Continuing Gender Actions



2026 Killibinbin Sponsorship Program for women



WGEA GPG % are analysed at least annually as part of the annual remuneration and review process and pay equity continues to be monitored for Beca Pty Ltd and Hunter H2O



Networking Events for women hosted by Gender@Beca



Mentoring of women by senior leaders



Informal networking coffee connects for women



Continue to identify other new initiatives



## Future Gender Actions



Our Planned Future Actions **continue successful existing initiatives and identify new opportunities** to help close the Gender Pay Gap.



Continue analysis to develop insights and actions that inform and influence policy and decision making



Understand and share our key workforce data metrics / measurements and engage our employees



Continue mentoring of women by senior leaders (all career levels)



Review / enhance Parent Room facilities and Engagement Programs

# Our ongoing commitment

Beca aims to create an environment where everyone has an equal opportunity to succeed and is committed to fair and equitable remuneration for our employees. We are working hard to create an environment for our employees to enable them to grow and thrive, provide equal opportunities for building careers and allow employees to believe they belong.

**We will continue to work toward achieving gender balance and reducing the gender pay gap, so our workforce reflects the diverse communities we serve.**



