

**Balfour Beatty Group
Employment Limited**

5 Churchill Place
Canary Wharf
London
E14 5HU

Tel 020 7216 6800

www.balfourbeatty.com

30 May 2018

Rachel Reeves MP
Business, Energy and Industrial Strategy Committee
House of Commons
London
SW1A 0AA

Dear Ms Reeves,

During the recent oral evidence session on the gender pay gap, which I attended on behalf of Balfour Beatty, the witnesses were asked to send further information to the Committee on whether our chief executive or anybody in the organisation has as one of their key performance indicators to reduce the gender pay gap or to meet any target related to the organisation's gender pay gap.

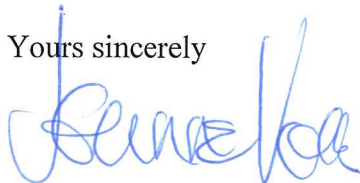
I can confirm that no individual at Balfour Beatty has a specific key performance indicator relating to reducing the gender pay gap.

However, as an organisation we do have the gender pay gap as an overall measure. Now we collect the data and report it annually, we monitor, discuss and review progress at Board level and with the senior team.

As I mentioned in my oral evidence, the key reason for the gender pay gap at Balfour Beatty and indeed in the construction industry more broadly, is the lack of women in the sector, particularly in senior roles. We therefore have a specific action plan to improve gender diversity as the best way of tackling our gender pay gap.

I trust that this answers the Committee's question. I wish you the best of luck with your inquiry and look forward to seeing the final report when it is published.

Yours sincerely



Joanne Volk
Director of Talent and Development