



# Women in Defence Charter

## A pledge for gender balance across defence

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The UK's defence sector is making a commitment to work together to build a more gender balanced environment by launching a Charter for Women. The Ministry of Defence, the Department for Business, Energy and Industrial Strategy and the Government Equalities Office welcome the initiative that recognises more needs to be done to greater enhance the gender balance in the sector. Organisations that sign up to this Charter are committing to be the very best at driving inclusion and diversity within their organisations and providing fair opportunities for women to succeed at all levels.

The Charter reflects the aspiration to see women represented and succeeding at all levels across the defence enterprise. A balanced workforce is good for government and good for business, good for customers and consumers, for profitability and workplace culture, for promoting prosperity and stability, and for showing everyone matters in building stronger and more peaceful communities.

The Charter:

- commits organisations to supporting the progression of women into senior roles in the defence sector by focusing on the executive pipeline and the mid-tier level
- recognises the diversity of the sector and that organisations will have different starting points - each organisation should therefore set its own targets, where appropriate, and implement the right strategy for them.
- requires organisations to publicly report on progress to deliver against any internal targets to support the transparency and accountability needed to drive change
  - aims to enable women to thrive, enhancing the individual and collective impact of women across defence and in doing so, improving the overall output of defence.

My organisation commits to promote gender diversity and inclusion by:

- having one member of our senior executive team who is responsible and accountable for gender inclusion and diversity
- setting internal targets, where appropriate, for gender diversity in our senior management
- publishing progress annually against any targets in reports on our website
- having an intention to ensure the pay or the objectives of the senior executive team are linked to delivery of any internal targets on gender inclusion and diversit

## Women in Defence Charter signatories

Last updated on 19 September 2023

#	Name	#	Name
1	AACE	43	Lockheed Martin UK
2	Accenture	44	Manpower Group
3	ADS	45	Marshall Aerospace and Defence
4	Airbus	46	Matchtech
5	Allan Webb Ltd	47	MBDA UK
6	Aquila	48	Mott MacDonald
7	Arcadis	49	MRL Public Sector Consultants
8	Armed forces covenant	50	Northrop Grumman
9	Atkins	51	Occam Group
10	Atlas elektronik UK	52	Oxley Group
11	AWE	53	PA Consulting
12	Babcock	54	Pearson Engineering
13	BAE Systems	55	Ploughshare Innovations Ltd
14	BMT	56	Prospect
15	Boeing UK	57	QA
16	Boyden	58	QinetiQ
17	British Army	59	Raytheon UK
18	Capgemini	60	RDUK Rheinmetall UK
19	Cervus Defence Ltd	61	Renaissance Strategic Advisors
20	Civil Service (not agencies)	62	Rheinmetall BAE Systems Land
21	Cohort PLC	63	RMMV UK Rheinmetall MAN Military Vechiles UK
22	Costain	64	Rowden Tech
23	Cranfield University	65	Royal AirForce
24	D Group	66	Royal Navy
25	Dassult	67	Rolls Royce
26	DE&S	68	SAAB UK
27	DSTL	69	Safran
28	Envitia	70	Scientific Management International Ltd
29	Eviden	71	Serco
30	Ferranti Tech	72	Sharing Growth
31	Forces Employment Charity	73	Space Command
32	Fujitsu	74	Strategic Command
33	General Dynamics	75	Thales UK
34	GKN Aerospace	76	TMD Technologies
35	Harquebus	77	Turner & Townsend
36	Improbable	78	Ultra
37	Jacobs	79	UK Airtanker
38	JJ Churchill	80	Vivo
39	KBR	81	Vysiion
40	L3 Harris	82	Walker Precision Engineering
41	Leidos	83	Whitetree
42	Leonardo		