

Women in Defence Charter

A pledge for gender balance across defence

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 an empowered member of the senior executive team who is responsible for signing the Charter
- setting internal targets, where appropriate, for gender diversity in all levels of our organisation and in all functional areas
- having an intention to ensure the pay or the objectives of a senior executive are linked to delivery of any internal targets on gender inclusion and diversity.
- supporting the progression of women into senior roles in the defence sector by focusing on the executive pipeline and the mid and lower-tier levels across the full spectrum of roles within my organisation.
- providing data annually to the Women in Defence UK Charter for anonymised use in the Women in Defence UK Charter Annual Report.

Women in Defence Charter signatories

Last updated on 30/04/2025

#	Name	#	Name
1	AACE	56	Leonardo
2	Accenture	57	Lockett Solutions
3	ADS	58	Lockheed Martin UK
4	Airbus	59	Mace
5	AirTanker	60	Manpower Group
6	Allan Webb Ltd	61	Marshall Aerospace and Defence
7	Amentum	62	Matchtech
8	Aquila	63	MBDA UK
9	Arcadis	64	Mott MacDonald
10	Armed forces covenant	65	MRL Public Sector Consultants
11	Arondite	66	Northrop Grumman
12	Ascent Flight Training	67	OBC RDSC
13	Atkins	68	Occam Group
14	Atlas elektronik UK	69	Orbis
15	AWE	70	Oxley Group
16	Babcock	71	PA Consulting
17	BAE Systems	72	Pearson Engineering
18	BMT	73	Plexal
19	Boeing UK	74	Ploughshare Innovations Ltd
20	Boyden	75	Prospect
21	British Army	76	PWC
22	BT	77	QA
23	Capgemini	78	QinetiQ
24	Capita	79	Raytheon UK
25	Cervus Defence Ltd	80	RDUK Rheinmetall UK
26	Chemring	81	Renaissance Strategic Advisors
27	Civil Service (not agencies)	82	Rheinmetall BAE Systems Land
28	Cohort PLC	83	RMMV UK Rheinmetall MAN Military Vechiles UK
29	Costain	84	Rolls Royce
30	Cranfield University	85	Rowden Tech
31	D Group	86	Royal AirForce
32	Dassult	87	Royal Navy
33	DE&S	88	SAAB UK
34	Defence Media	89	Safran
35	DSTL	90	Scientific Management International Ltd
36	Empyrea Consulting	91	Serco
37	Envitia	92	Sharing Growth
38	Eviden	93	Sirius Analysis
39	FAUN Trackway Limited	94	Skyral
40	Ferranti Tech	95	Space Command
41	Forces Employment Charity	96	Stellar Solutions

42	Frielle	97	Strategic Command
43	Fujitsu	98	Submarine Delivery Agency
44	GE Vernova	99	SYOS
45	General Dynamics	100	Thales UK
46	Geometric Manufacturing Ltd	101	TMD Technologies
47	GKN Aerospace	102	Turner & Townsend
48	Harquebus	103	TWI
49	Helsing Limited	104	UKDSC
50	Impellam	105	Ultra
51	Improbable	106	Vivo
52	JJ Churchill	107	Vysiion
53	KBR	108	Walker Precision Engineering
54	L3 Harris	109	Whitetree
55	Leidos	110	WSP