

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 welcomes 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 equity, 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:

- 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.
- aims to enable women to thrive, enhancing the individual and collective impact of women across defence and in doing so, improving the diversity of thought in decision making and 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 06/08/2025

#	Name	#	Name
1	AACE	63	Lockheed Martin UK
2	Accenture	64	Mace
3	ADS	65	Made Tech Ltd
4	Airbus	66	Manpower Group
5	AirTanker	67	Marshall Aerospace and Defence
6	Allan Webb Ltd	68	Matchtech
7	Amentum	69	MBDA UK
8	Aquila	70	MGNG UK
9	Arcadis	71	Mott MacDonald
10	Armed forces covenant	72	MRL Public Sector Consultants
11	Arondite	73	Northrop Grumman
12	Ascent Flight Training	74	OBC RDSC
13	Atkins	75	Occam Group
14	Atlas elektronik UK	76	One Way or Another
15	ATOS	77	Orbis
16	AWE	78	Oxley Group
17	Babcock	79	PA Consulting
18	BAE Systems	80	Pearson Engineering
19	BMT	81	Plexal
20	Boeing UK	82	Ploughshare Innovations Ltd
21	Boyden	83	Prospect
22	British Army	84	PWC
23	BT	85	QA
24	Capgemini	86	QinetiQ
25	Capita	87	Raytheon UK
26	Cervus Defence Ltd	88	RDUK Rheinmetall UK
27	Chemring	89	Red Scientific
28	Civil Service (not agencies)	90	Renaissance Strategic Advisors
29	CJ Cairns Associates	91	Rheinmetall BAE Systems Land
30	Cohort PLC	92	RMMV UK Rheinmetall MAN Military Vehicles UK
31	Costain	93	Rolls Royce
32	Cranfield University	94	Rowden Tech
33	D Group	95	Royal AirForce
34	Dassault Systèmes	96	Royal Navy
35	DE&S	97	SAAB UK
36	Defence Media	98	Safran
37	DSTL	99	Scan Associates
38	Empyrea Consulting	100	Scientific Management International Ltd
39	Envitia	101	Scott Aerospace
40	FAUN Trackway Limited	102	Serco
41	Ferranti Tech	103	Sharing Growth

42	Forces Employment Charity	104	Sirius Analysis
43	Frank Shaw Associates	105	Skyral
44	Frielle	106	Space Command
45	Fujitsu	107	SQEP
46	GE Vernova	108	Squarcle
47	General Dynamics	109	Stellar Solutions
48	Geometric Manufacturing Ltd	110	Strategic Command
49	GKN Aerospace	111	Submarine Delivery Agency
50	Harquebus	112	SYOS
51	Helsing Limited	113	Thales UK
52	Hydro Group	114	TMD Technologies
53	i3Works	115	Turner & Townsend
54	Impellam	116	TWI Ltd
55	Improbable	117	UKDSC
56	JJ Churchill	118	Ultra
57	KBR	119	Vivo
58	KBS Maritime	120	Vysiion
59	L3 Harris	121	Walker Precision Engineering
60	Leidos	122	WEAF
61	Leonardo	123	Whitetree
62	Lockett Solutions	124	WSP