

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 09/07/2025

#	Name	#	Name
1	AACE	61	Lockett Solutions
2	Accenture	62	Lockheed Martin UK
3	ADS	63	Mace
4	Airbus	64	Made Tech Ltd
5	AirTanker	65	Manpower Group
6	Allan Webb Ltd	66	Marshall Aerospace and Defence
7	Amentum	67	Matchtech
8	Aquila	68	MBDA UK
9	Arcadis	69	Mott MacDonald
10	Armed forces covenant	70	MRL Public Sector Consultants
11	Arondite	71	Northrop Grumman
12	Ascent Flight Training	72	OBC RDSC
13	ATOS	73	Occam Group
14	Atkins	74	Orbis
15	Atlas elektronik UK	75	Oxley Group
16	AWE	76	PA Consulting
17	Babcock	77	Pearson Engineering
18	BAE Systems	78	Plexal
19	BMT	79	Ploughshare Innovations Ltd
20	Boeing UK	80	Prospect
21	Boyden	81	PWC
22	British Army	82	QA
23	BT	83	QinetiQ
24	Capgemini	84	Raytheon UK
25	Capita	85	Red Scientific
26	Cervus Defence Ltd	86	RDUK Rheinmetall UK
27	Chemring	87	Renaissance Strategic Advisors
28	Civil Service (not agencies)	88	Rheinmetall BAE Systems Land
29	Cohort PLC	89	RMMV UK Rheinmetall MAN Military Vechiles UK
30	Costain	90	Rolls Royce
31	Cranfield University	91	Rowden Tech
32	D Group	92	Royal AirForce
33	Dassult	93	Royal Navy
34	DE&S	94	SAAB UK
35	Defence Media	95	Safran
36	DSTL	96	Scan Associates
37	Empyrea Consulting	97	Scientific Management International Ltd
38	Envitia	98	Scott Aerospace
39	FAUN Trackway Limited	99	Serco
40	Ferranti Tech	100	Sharing Growth
41	Forces Employment Charity	101	Sirius Analysis

42	Frank Shaw Associates	102	Skyral
43	Frielle	103	Space Command
44	Fujitsu	104	SQEP
45	GE Vernova	105	Squarcle
46	General Dynamics	106	Stellar Solutions
47	Geometric Manufacturing Ltd	107	Strategic Command
48	GKN Aerospace	108	Submarine Delivery Agency
49	Harquebus	109	SYOS
50	Helsing Limited	110	Thales UK
51	Hydro Group Ltd	111	TMD Technologies
52	i3Works	112	Turner & Townsend
53	Impellam	113	TWI
54	Improbable	114	UKDSC
55	JJ Churchill	115	Ultra
56	KBR	116	Vivo
57	KBS Maritime	117	Vysiion
58	L3 Harris	118	Walker Precision Engineering
59	Leidos	119	Whitetree
60	Leonardo	120	WSP