

# 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 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

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*Last updated on 23/06/2025*

#	Name	#	Name
1	AACE	58	Leidos
2	Accenture	59	Leonardo
3	ADS	60	Lockett Solutions
4	Airbus	61	Lockheed Martin UK
5	AirTanker	62	Mace
6	Allan Webb Ltd	63	Manpower Group
7	Amentum	64	Marshall Aerospace and Defence
8	Aquila	65	Matchtech
9	Arcadis	66	MBDA UK
10	Armed forces covenant	67	Mott MacDonald
11	Aron dite	68	MRL Public Sector Consultants
12	Ascent Flight Training	69	Northrop Grumman
13	Atkins	70	OBC RDSC
14	Atlas elektronik UK	71	Occam Group
15	AWE	72	Orbis
16	Babcock	73	Oxley Group
17	BAE Systems	74	PA Consulting
18	BMT	75	Pearson Engineering
19	Boeing UK	76	Plexal
20	Boyden	77	Ploughshare Innovations Ltd
21	British Army	78	Prospect
22	BT	79	PWC
23	Capgemini	80	QA
24	Capita	81	QinetiQ
25	Cervus Defence Ltd	82	Raytheon UK
26	Chemring	83	RDUK Rheinmetall UK
27	Civil Service (not agencies)	84	Renaissance Strategic Advisors
28	Cohort PLC	85	Rheinmetall BAE Systems Land
29	Costain	86	RMMV UK Rheinmetall MAN Military Vehicles UK
30	Cranfield University	87	Rolls Royce
31	D Group	88	Rowden Tech
32	Dassault	89	Royal AirForce
33	DE&S	90	Royal Navy
34	Defence Media	91	SAAB UK
35	DSTL	92	Safran
36	Empyrea Consulting	93	Scan Associates
37	Envitia	94	Scientific Management International Ltd
38	Eviden	95	Serco
39	FAUN Trackway Limited	96	Sharing Growth
40	Ferranti Tech	97	Sirius Analysis
41	Forces Employment Charity	98	Skyral

42	Frank Shaw Associates	99	Space Command
43	Frielle	100	Squarcle
44	Fujitsu	101	Stellar Solutions
45	GE Vernova	102	Strategic Command
46	General Dynamics	103	Submarine Delivery Agency
47	Geometric Manufacturing Ltd	104	SYOS
48	GKN Aerospace	105	Thales UK
49	Harquebus	106	TMD Technologies
50	Helsing Limited	107	Turner & Townsend
51	Hydro Group Ltd	108	TWI
52	i3Works	109	UKDSC
53	Impellam	110	Ultra
54	Improbable	111	Vivo
55	JJ Churchill	112	Vysiion
56	KBR	113	Walker Precision Engineering
57	L3 Harris	114	Whitetree
		115	WSP