



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 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 diversity

Women in Defence Charter signatories

Last updated on 05/07/2024

#	Name	#	Name
1	AACE	48	Leidos
2	Accenture	49	Leonardo
3	ADS	50	Lockett Solutions
4	Airbus	51	Lockheed Martin UK
5	AirTanker	52	Manpower Group
6	Allan Webb Ltd	53	Marshall Aerospace and Defence
7	Aquila	54	Matchtech
8	Arcadis	55	MBDA UK
9	Armed forces covenant	56	Mott MacDonald
10	Ascent Flight Training	57	MRL Public Sector Consultants
11	Atkins	58	Northrop Grumman
12	Atlas elektronik UK	59	Occam Group
13	AWE	60	Oxley Group
14	Babcock	61	PA Consulting
15	BAE Systems	62	Pearson Engineering
16	BMT	63	Ploughshare Innovations Ltd
17	Boeing UK	64	Prospect
18	Boyden	65	PWC
19	British Army	66	QA
20	BT	67	QinetiQ
21	Capgemini	68	Raytheon UK
22	Cervus Defence Ltd	69	RDUK Rheinmetall UK
23	Chemring	70	Renaissance Strategic Advisors
24	Civil Service	71	Rheinmetall BAE Systems Land
25	Cohort PLC	72	RMMV UK Rheinmetall MAN Military Vechiles UK
26	Costain	73	Rolls Royce
27	Cranfield University	74	Rowden Tech
28	D Group	75	Royal AirForce
29	Dassult	76	Royal Navy
30	DE&S	77	SAAB UK
31	DSTL	78	Safran
32	Empyrea Consulting	79	Scientific Management International Ltd
33	Envitia	80	Serco
34	Eviden	81	Sharing Growth
35	Ferranti Tech	82	Skyral
36	Forces Employment Charity	83	Space Command
37	Fujitsu	84	Strategic Command
38	General Dynamics	85	Submarine Delivery Agency
39	GKN Aerospace	86	Thales UK
40	Harquebus	87	TMD Technologies

41	Helsing Limited	88	Turner & Townsend
42	Impellam	89	Ultra
43	Improbable	90	Vivo
44	Jacobs	91	Vysiion
45	JJ Churchill	92	Walker Precision Engineering
46	KBR	93	Whitetree
47	L3 Harris	94	WSP