

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 14/03/2024

#	Name	#	Name
1	AACE	44	L3 Harris
2	Accenture	45	Leidos
3	ADS	46	Leonardo
4	Airbus	47	Lockheed Martin UK
5	Allan Webb Ltd	48	Manpower Group
6	Aquila	49	Marshall Aerospace and Defence
7	Arcadis	50	Matchtech
8	Armed forces covenant	51	MBDA UK
9	Ascent Flight Training	52	Mott MacDonald
10	Atkins	53	MRL Public Sector Consultants
11	Atlas elektronik UK	54	Northrop Grumman
12	AWE	55	Occam Group
13	Babcock	56	Oxley Group
14	BAE Systems	57	PA Consulting
15	BMT	58	Pearson Engineering
16	Boeing UK	59	Ploughshare Innovations Ltd
17	Boyden	60	Prospect
18	British Army	61	PWC
19	Capgemini	62	QA
20	Cervus Defence Ltd	63	QinetiQ
21	Civil Service (not agencies)	64	Raytheon UK
22	Cohort PLC	65	RDUK Rheinmetall UK
23	Costain	66	Renaissance Strategic Advisors
24	Cranfield University	67	Rheinmetall BAE Systems Land
25	D Group	68	RMMV UK Rheinmetall MAN Military Vechiles UK
26	Dassult	69	Rowden Tech
27	DE&S	70	Royal AirForce
28	DSTL	71	Royal Navy
29	Empyrea Consulting	72	Rolls Royce
30	Envitia	73	SAAB UK
31	Eviden	74	Safran
32	Ferranti Tech	75	Scientific Management International Ltd
33	Forces Employment Charity	76	Serco
34	Fujitsu	77	Sharing Growth
35	General Dynamics	78	Space Command
36	GKN Aerospace	79	Strategic Command
37	Harquebus	80	Thales UK
38	Helsing Limited	81	TMD Technologies
39	Impellam	82	Turner & Townsend
40	Improbable	83	Ultra

41	Jacobs	84	UK Airtanker
42	JJ Churchill	85	Vivo
43	KBR	86	Vysiion
44	L3 Harris	87	Walker Precision Engineering
45	Leidos	88	Whitetree