



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 17/10/2024

#	Name	#	Name
1	AACE	54	Lockett Solutions
2	Accenture	55	Lockheed Martin UK
3	ADS	56	Mace
4	Airbus	57	Manpower Group
5	AirTanker	58	Marshall Aerospace and Defence
6	Allan Webb Ltd	59	Matchtech
7	Aquila	60	MBDA UK
8	Arcadis	61	Mott MacDonald
9	Armed forces covenant	62	MRL Public Sector Consultants
10	Ascent Flight Training	63	Northrop Grumman
11	Atkins	64	OBC RDSC
12	Atlas elektronik UK	65	Occam Group
13	AWE	66	Orbis
14	Babcock	67	Oxley Group
15	BAE Systems	68	PA Consulting
16	BMT	69	Pearson Engineering
17	Boeing UK	70	Plexal
18	Boyden	71	Ploughshare Innovations Ltd
19	British Army	72	Prospect
20	BT	73	PWC
21	Capgemini	74	QA
22	Cervus Defence Ltd	75	QinetiQ
23	Chemring	76	Raytheon UK
24	Civil Service (not agencies)	77	RDUK Rheinmetall UK
25	Cohort PLC	78	Renaissance Strategic Advisors
26	Costain	79	Rheinmetall BAE Systems Land
27	Cranfield University	80	RMMV UK Rheinmetall MAN Military Vehicles UK
28	D Group	81	Rolls Royce
29	Dassult	82	Rowden Tech
30	DE&S	83	Royal AirForce
31	Defence Media	84	Royal Navy
32	DSTL	85	SAAB UK
33	Empyrea Consulting	86	Safran
34	Envitia	87	Scientific Management International Ltd
35	Eviden	88	Serco
36	FAUN Trackway Limited	89	Sharing Growth
37	Ferranti Tech	90	Sirius Analysis
38	Forces Employment Charity	91	Skyral
39	Frielle	92	Space Command
40	Fujitsu	93	Stellar Solutions

41	GE Vernova	94	Strategic Command
42	General Dynamics	95	Submarine Delivery Agency
43	GKN Aerospace	96	Thales UK
44	Harquebus	97	TMD Technologies
45	Helsing Limited	98	Turner & Townsend
46	Impellam	99	UKDSC
47	Improbable	100	Ultra
48	Jacobs	101	Vivo
49	JJ Churchill	102	Vysiion
50	KBR	103	Walker Precision Engineering
51	L3 Harris	104	Whitetree
52	Leidos	105	WSP
53	Leonardo		