

# 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, 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

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Last updated on 28/03/2024

#	Name	#	Name
1	AACE	45	L3 Harris
2	Accenture	46	Leidos
3	ADS	47	Leonardo
4	Airbus	48	Lockheed Martin UK
5	AirTanker	49	Manpower Group
6	Allan Webb Ltd	50	Marshall Aerospace and Defence
7	Aquila	51	Matchtech
8	Arcadis	52	MBDA UK
9	Armed forces covenant	53	Mott MacDonald
10	Ascent Flight Training	54	MRL Public Sector Consultants
11	Atkins	55	Northrop Grumman
12	Atlas elektronik UK	56	Occam Group
13	AWE	57	Oxley Group
14	Babcock	58	PA Consulting
15	BAE Systems	59	Pearson Engineering
16	BMT	60	Ploughshare Innovations Ltd
17	Boeing UK	61	Prospect
18	Boyden	62	PWC
19	British Army	63	QA
20	Capgemini	64	QinetiQ
21	Cervus Defence Ltd	65	Raytheon UK
22	Civil Service (not agencies)	66	RDUK Rheinmetall UK
23	Cohort PLC	67	Renaissance Strategic Advisors
24	Costain	68	Rheinmetall BAE Systems Land
25	Cranfield University	69	RMMV UK Rheinmetall MAN Military Vechiles UK
26	D Group	70	Rowden Tech
27	Dassult	71	Royal AirForce
28	DE&S	72	Royal Navy
29	DSTL	73	Rolls Royce
30	Empyrea Consulting	74	SAAB UK
31	Envitia	75	Safran
32	Eviden	76	Scientific Management International Ltd
33	Ferranti Tech	77	Serco
34	Forces Employment Charity	78	Sharing Growth
35	Fujitsu	79	Space Command
36	General Dynamics	80	Strategic Command
37	GKN Aerospace	81	Thales UK
38	Harquebus	82	TMD Technologies
39	Helsing Limited	83	Turner & Townsend
40	Impellam	84	Ultra
41	Improbable	85	Vivo

42	Jacobs	86	Vysiion
43	JJ Churchill	87	Walker Precision Engineering
44	KBR	88	Whitetree