

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 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

Last updated on 09/09/2025

#	Name	#	Name
1	AACE	65	Lockheed Martin UK
2	Accenture	66	Mace
3	ADS	67	Made Tech Ltd
4	Airbus	68	Manpower Group
5	AirTanker	69	Marshall Aerospace and Defence
6	Allan Webb Ltd	70	Matchtech
7	Amentum	71	MBDA UK
8	Aquila	72	MGNG UK
9	Arcadis	73	Mott MacDonald
10	Armed forces covenant	74	MRL Public Sector Consultants
11	Arondite	75	Northrop Grumman
12	Ascent Flight Training	76	OBC RDSC
13	Atkins	77	Occam Group
14	Atlas elektronik UK	78	One Way or Another
15	ATOS	79	Orbis
16	AWE	80	Oxley Group
17	Babcock	81	PA Consulting
18	BAE Systems	82	Pearson Engineering
19	BMT	83	Plexal
20	Boeing UK	84	Ploughshare Innovations Ltd
21	Boyden	85	Prospect
22	Brigantes Consulting Ltd	86	PWC
23	British Army	87	QA
24	BT	88	QinetiQ
25	Capgemini	89	Raytheon UK
26	Capita	90	RDUK Rheinmetall UK
27	Cervus Defence Ltd	91	Red Scientific
28	Chemring	92	Renaissance Strategic Advisors
29	Civil Service (not agencies)	93	Rheinmetall BAE Systems Land
30	CJ Cairns Associates	94	RMMV UK Rheinmetall MAN Military Vehicles UK
31	Cohort PLC	95	Rolls Royce
32	Costain	96	Rowden Tech
33	Cranfield University	97	Royal AirForce
34	CTS Logistics	98	Royal Navy
35	D Group	99	SAAB UK
36	Dassault Systèmes	100	Safeguard Engineering
37	DE&S	101	Safran
38	Defence Media	102	Scan Associates
39	DSTL	103	Scientific Management International Ltd
40	Empyrea Consulting	104	Scott Aerospace
41	Envitia	105	Serco

42	FAUN Trackway Limited	106	Sharing Growth
43	Ferranti Tech	107	Sirius Analysis
44	Forces Employment Charity	108	Skyral
45	Frank Shaw Associates	109	Space Command
46	Frielle	110	SQEP
47	Fujitsu	111	Squarcle
48	GE Vernova	112	Stellar Solutions
49	General Dynamics	113	Strategic Command
50	Geometric Manufacturing Ltd	114	Submarine Delivery Agency
51	GKN Aerospace	115	SYOS
52	Harquebus	116	Thales UK
53	Helsing Limited	117	TMD Technologies
54	Hydro Group	118	Turner & Townsend
55	i3Works	119	TWI Ltd
56	Impellam	120	UKDSC
57	Improbable	121	Ultra
58	JJ Churchill	122	Vivo
59	KBR	123	Vysiion
60	KBS Maritime	124	Walker Precision Engineering
61	L3 Harris	125	WEAF
62	Leidos	126	Whitetree
63	Leonardo	127	WSP
64	Lockett Solutions		