



Lockheed Martin Australia

Gender Pay Gap Report



Foreword by Warren McDonald



At Lockheed Martin Australia, we value the diversity of our workforce, which enables us to increase innovation, productivity, engagement and ultimately delivery to our customers. Aligned with Lockheed Martin's core values of Do What's Right, Respect Others and Perform with Excellence, our ambition is to achieve full participation of females in a gender balanced workforce, ensuring our current and future female workforce have access to all occupations and leadership opportunities.

Warren McDonald

Chief Executive, Lockheed Martin Australia and New Zealand

Gender Pay Gap based on Median Total Remuneration

Australian
National:
19%

LMA:
12.1%

Gender Statistics



1,240+

Employees

24.5%

of our new hires
were female

21%

of our population is
female (up 1% from
2022)

40%

of our Directors are
female

10%

of our technical
workforce is female

32%

of our promotions to
manager were
female

Data reflective of 2023 WGEA submission.



Gender Balance Activity



We have been deliberate in our efforts to encompass gender balance activities within our Diversity & Inclusion strategy. Some examples are:

Females in senior roles:

We are proud of the work we have done to increase our gender balance in the most senior roles in our company. At the time of our data submission to WGEA, 40% of our Director roles are held by females. In addition, our newly established position of Vice President, Operations for Lockheed Martin Australia is held by a female.

Enabling participation through flexibility:

At Lockheed Martin Australia we are committed to providing flexible working arrangements and work-life balance. Our employees tell us they are grateful for the flexibility we offer. At the time of our data submission to WGEA, 72% of our employees were choosing to work a 9-day fortnight or a 4-day work week.

Gender Balance Business Resource Group:

A fundamental element of our Diversity and Inclusion strategy is our Gender Balance business resource group (BRG) which focuses on advancing greater gender balance internally. Key recent activities have been to support empowerment through education and highlighting days of significance. The BRG are also heavily involved in supporting the development of our returnship pilot program which is designed to enable those who have had career breaks to re-enter the workforce.

External networks and engaging with best practice:

Our external networks and access to expertise is invaluable as we seek to understand how we can make an impact in reducing our Gender Pay Gap. We are sponsors of Women in Aviation & Aerospace Australia and we have a membership with Diversity Council Australia.

Targeting the elimination of discrimination:

Our training curriculum requires all our employees to participate in annual training in Harassment Free Workplace. All employees are also required to attend annual Ethics training reinforcing our core values: Do What's Right, Respect Others and Perform with Excellence. We have also been piloting Future Women's 'Change Makers' program as we look for ways to bring our male colleagues into the Gender Balance conversation and develop advocacy.

Where to from here:

Although we are encouraged by our gender pay gap in relation to the national average, we are not satisfied with any gender pay gaps and turn our efforts towards the key areas our data is telling us we can improve. We know there is more we can do and so we are centering our attention towards three keys strategies:

- Developing our network of advocates for gender equality
- Developing pathways for females into our technical roles
- Redesigning jobs to attract part time talent into leadership roles.



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Hear from the team...



Of all the industries to work in, I chose defence. I believe the ultimate aim of Defence and defence industry is to protect Australia and our national interests, and that's why I'm passionate about working in the defence sector. I have risen to the senior leadership ranks within Lockheed Martin Australia, which empowers me to deliver the sovereign capability needed to support the men and women who proudly serve in the Australian Defence Force. Every day, I feel very privileged to work at Lockheed Martin Australia and in partnership with the Australian Defence Force.

- Kendell
RMS Business Development Director



Since joining Lockheed Martin Australia in September 2019, and having always worked in male dominated fields, I have had a passion for driving greater opportunities for women across all aspects of the workplace. As Chairperson for our Gender Balance Business Resource Group (BRG) I have had the chance to support the organisation in raising its awareness of equal pay day and achievement of gender balance. Education is crucial with themes like this and with a passionate BRG Leadership team now in place, I am looking forward to further contributing in this space.

- Ashleigh
Captures and Transition Support Business Partner, APAC



The mentoring here has been amazing. They were all very supportive during my apprenticeship with my daughter. Having a two and a half year old, its hard to find time to be with her but with my working arrangement I get to spend a lot more time with her. This is an amazing place to work, it is willing to help you succeed and invests time into you and your career.

- Nikki
Aircraft Maintenance Engineer

