

## FOREWORD BY PAUL LIVINGSTON, CHIEF EXECUTIVE, LOCKHEED MARTIN UK

At Lockheed Martin, we know that a diverse workforce and an inclusive culture is fundamental to attracting and retaining great talent. The skills and expertise that exist across our business is critical to the design, delivery and support of our customers' most pressing security, defence and industry needs and the annual Gender Pay Gap Report shines a light on the advances we are making towards a truly diverse and inclusive workplace.

Over the last 12 months we have seen an increase in the number of women in the upper quartile roles which has primarily led to a reported narrowing of our gender pay gap figures. This result is encouraging but we know there is still significant progress to be made.

In 2020, we've continued to focus on the execution of our international diversity and inclusion strategy which has prioritised three key activities; use data, empower people and cultivate networks. We know that the combined efforts and focus across the 70 nations where we operate internationally will add power and strength in narrowing the gap and balancing women and men across the organisation and at all levels.

This year, we are launching our UK Gender Balance Networks which will support our business in understanding the issues people of all genders face within the workplace, helping to identify development opportunities and addressing issues which we know trend higher for certain groups.

Underpinning the success of the Gender Balance Networks is the Employee Network Leadership Programme which we have also launched this year providing the leaders of these groups the resources and support they need to be successful.

A broader suite of focused training programmes will also be rolled out across the business to help revolutionise the way our people understand diversity and inclusion in the context of their day jobs.

Over the course of the last year, the way we work, where we work and how we work has changed and I am proud to lead an organisation that continues to adapt our working environments and working patterns, and progress our diversity and inclusion infrastructure, ensuring we have a truly inclusive workplace, especially for women. I can confirm that all the data contained in this report is accurate and calculated in accordance with legislative requirements for the snapshot date of 05 April 2020.



**Paul Livingston**  
Chief Executive, Lockheed Martin UK

### DID YOU KNOW?\*

**OVER  
1800  
EMPLOYEES**



**16%**

of our new hires are female

**22%**

of our current population is female

(@ 18/04/2021)

**15%**

of our current senior leadership team is female

**9%**

of LMUK technical workforce are females

# MEET THE TEAM...



## AMANDA MACKENZIE, Technical Trainer, Associate

I have worked for Lockheed Martin for nearly two years and I have recently been promoted as one of the first female technical trainers in the Strategic Systems part of our business. I believe having the right work-life balance is important for success both professionally and personally so the nine-day fortnight and flexible working patterns we are offered is key to achieving this balance, especially for those with young families and other personal commitments. Lockheed Martin supports and rewards its employees while promoting a safe, flexible, diverse and inclusive working environment, which has been especially important this year while we've had to navigate the impacts of COVID-19



## SUZIE DIXON, Programme Manager, Training and Logistics Solutions

When I joined the Navy in the late 1990s as an Electronic Engineer, the disparity in gender representation was all too obvious as I was the only woman in my entry of 35 students. At the time it was seen as a great leap forward and there was a definite sense that I should feel grateful to be allowed to join what was traditionally 'the boys' club'. Fast forward nearly 25 years and it's great to see how far we have come. I am delighted to have been confirmed as the Co-Chair of the new Lockheed Martin Gender Balance Employee Network, and to be working for a company with commitment and support to furthering the cause of the women out there who are making a difference and pushing our business forward. There is still a long way to go as gender bias still exists around us however, I feel immensely privileged to have been empowered by my organisation to stand up and be part of the change.



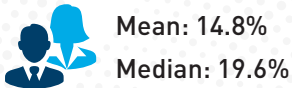
## HOLLY STRATFORD, NRP System Integration Test Engineer

In October 2020 I began a new role as a system integration test engineer with Maritime Solutions for Lockheed Martin which is one far removed from where I started my career in the travel and tourism industry. In my previous company before joining Lockheed Martin, where I moved into an IT-based role, I was the first person they'd employed who didn't have a degree and although I didn't hold the stereotypically academic qualifications, the company recognised broader skills which I developed further. Lockheed Martin has seen beyond holding technical abilities and recognised broader skills to acquiring and nurturing talent, showing that you don't always have to go down a certain path or fit a certain mould to be successful.

# IN NUMBERS ...

## LOCKHEED MARTIN UK LTD

### Hourly Pay Gap



### Bonus Gap



### Proportions of Men and Women Receiving a Bonus



### Proportions of Men and Women by Quartiles

#### Lower



#### Lower Middle



#### Upper Middle

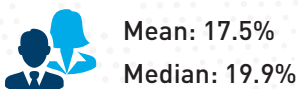


#### Top

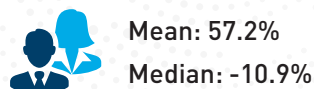


## LOCKHEED MARTIN AMPHILL LTD

### Hourly Pay Gap



### Bonus Gap



### Proportions of Men and Women Receiving a Bonus



### Proportions of Men and Women by Quartiles

#### Lower



#### Lower Middle



#### Upper Middle



#### Top

