



# LOCKHEED MARTIN UK GENDER PAY GAP 2017



## Foreword by Peter Ruddock, Chief Executive Lockheed Martin UK

Lockheed Martin's key values are to "do what's right, respect others and perform with excellence" and we strive to live up to these every day. I welcome the opportunity to share our gender pay report and highlight some of the key ways in which we as a company are working to ensure we are delivering on parity within our workforce.

Our employees are critical to our success and reputation. We rely on them in every aspect of our work and we value and appreciate their commitment to deliver the critical programmes our customers require. Therefore, it is only right that we support them in both their professional and personal lives through a comprehensive reward and engagement package. Beyond salary, our initiatives include a nine-day fortnight that gives our employees the ability to compress their hours over nine working days, giving them a day off at the end of that fortnight. This has proved hugely popular among our employees.

It is my privilege as Chief Executive to chair the Lockheed Martin UK Inclusion Council. This meets quarterly to discuss ways we can continually improve how we operate in the UK to ensure all our employees are valued equally and, as importantly, feel valued equally. Our initiatives focus on creating a workplace culture where employees feel welcome, respected, engaged and encouraged to bring their full selves to work to drive business success. As an example of the work that has come from the Council, we have implemented Unconscious Bias training, to help create a broader mind set in our employees through making them aware of the unconscious biases that we all have.

To increase the proportion of women holding senior roles within our organisation, we need to encourage more females to consider careers in STEM (science, technology, engineering and maths). Our recruitment and STEM initiatives are doing that. Over the past few years we have focussed on establishing strong early career programmes, which have

## INSIGHTS

22% of current workforce are females

14% of current senior leadership are females

23% of 2017 new hires were females

10% of LMUK technical workforce are females

Total headcount as of 5 April 2017 - 1,660

seen numerous Graduates and Apprentices join across both technical and non-technical roles, making up over 6% of our UK workforce.

In July 2017 we launched Generation Beyond, in partnership with Discovery Education, designed to inspire our next generation of engineers, space explorers and astronauts. Generation Beyond is intended to teach pupils about the opportunities STEM careers can offer and to help them to develop new skills in a fun and innovative way. Generation Beyond is only one of our initiatives to highlight the importance of STEM. We are also part of the National Cyber Security Centre's CyberFirst initiative – supporting today's students into cyber security careers, WISE (Women in Science and Engineering) and were finalists in the Women in Defence Awards 2017 for encouraging 'young women to enter engineering as a career path'.

Lockheed Martin UK is committed to creating a high-performance, inclusive workplace culture that engages employees and creates rewarding career paths for all. 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 5th April 2017.

**Peter Ruddock**  
Chief Executive, Lockheed Martin UK



The Gender Pay Gap requires all UK legal entities with over 250 employees to publish the following set of data annually. Equal Pay for Equal work has been a legal requirement in the UK for over 40 years, whilst the Gender Pay Gap requirement is designed to look at the difference between the average female and average male, regardless of their role or level within the company.

# LOCKHEED MARTIN UK LTD

## Pay Gap Between Men and Women



Mean: 20.4%  
Median: 24.3%

## Bonus Gap Between Men and Women



Mean: -12.6%  
Median: 25.0%

## Proportions of Men and Women Receiving a Bonus



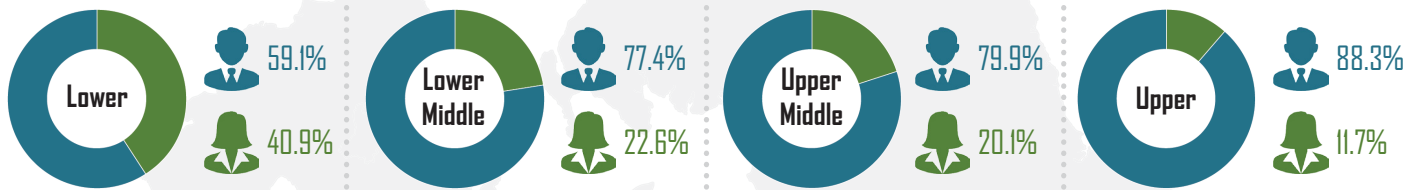
WOMEN



MEN



## Proportion of Men and Women by Quartile



# LOCKHEED MARTIN AMPHILL LTD

## Pay Gap Between Men and Women



Mean: 14.6%  
Median: 15.3%

## Bonus Gap Between Men and Women



Mean: 65.0%  
Median: 50.0%

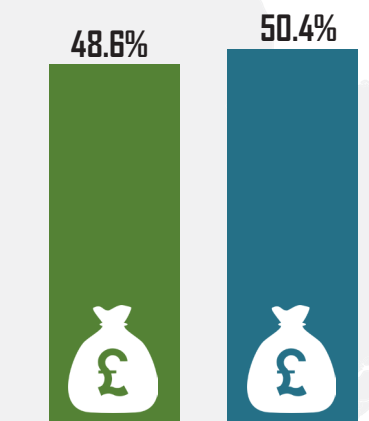
## Proportions of Men and Women Receiving a Bonus



WOMEN



MEN



## Proportion of Males and Females by Quartile

