

# 2025 WGEA Employment Statement

At Lockheed Martin Australia we strive to attract and retain the best and brightest talent in our industry. We do this by offering our employees a meaningful and fulfilling career, in which their contribution is both recognised and valued, regardless of gender.

We measure our success in several ways, one of which is Gender Pay Gap analysis that we interrogate to understand what we improve. We aim to create opportunity for everyone through professional and personal development, including the use of mentoring and advocates. We integrate pathways across our business area and functional roles, reinforcing and strengthening avenues for gender balanced participation across our broad spectrum of roles.

Our core values remain the most important part of what we do and how we operate: Do What's Right, Respect Others and Perform with Excellence.

## Gender Pay Gap (based on Median Total Remuneration)

- Australian National Average: 18.3%
- Lockheed Martin Australia: 14.6%

## Gender Statistics

- 1,504 Employees
- 23% of our new hires were female
- 21.7% of our population is female
- 36% of our Key Management Personnel are female
- 10% of our technical workforce is female

*Note: Data reflective of 2024 WGEA submission*





## Focus Areas

### Leadership

We have had success in developing more pathways for females to compete for senior roles in our company, with 36% of our Key Management Personnel roles held by females, including our Vice President, Operations.

### Harassment Free Workplace

We have annual Ethics scenario training that all employees are required to attend. Our values: Do What's Right, Respect Others and Perform with Excellence are at the forefront of everything we do. We also ensure all our employees complete Harassment Free Workplace training.

### Connection

We provide opportunities to our employees to engage and grow their networks through recognition of days of significance, learning and development webinars, conferences and events.

### Parental Leave Enhancements

This year we have increased our paid leave for both primary and secondary carers to ensure our workforce are enabled to balance work and parental responsibilities.

### Flexibility

We are proud of the options we provide our workforce through flexible work arrangements. 80% of our workforce access the opportunity to work flexibly through work patterns such as a 9 day fortnight, or a 4 day week.

**If you would like to consider a career at Lockheed Martin Australia, please visit our exciting opportunities at <https://www.lockheedmartin.com/en-au/careers.html>.**