

2026 WGEA Employment Statement

At Lockheed Martin Australia, we attract and retain the best and brightest talent who work collaboratively to drive delivery and innovation to our customer. In order to promote and improve gender equality in our workforce, consistent with the requirements of the Workplace Gender Equality Act, Lockheed Martin Australia's ambition is to create effective pathways by which females are equally enabled to fully participate and thrive in a career at Lockheed Martin Australia.

We have analysed our Gender Pay Gap and identified areas where we can take further focused action:

- Accelerate opportunity: Expanding education opportunities and advocates
- Integrate pathways: Reinforcing and strengthening avenues for female participation into technical roles
- Advance representation: Redesigning roles to attract new talent
- Enhancing wellbeing: Dedicated to fostering a safe equitable environment where employees thrive

Gender Pay Gap (based on Median Total Remuneration)

- Australian National Average: 16.4%
- Lockheed Martin Australia: 13.9%
- Sikorsky Australia: 21.6%

Gender Statistics

- 1,635 Employees
- 24% of our new hires were female
- 22.4% of our population is female
- 35.3% of our Key Management Personnel are female
- 10.4% of our technical workforce is female

Note: Data reflective of 2025 WGEA submission





Focus Areas

Leadership

We have had success in developing more pathways for females to compete for senior roles in our company, with 35% of our Key Management Personnel roles held by females. Our forward focus is on how we integrate pathways for females to create advanced representation within our technical roles.

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've just launched 5 brand-new Engagement Networks—each crafted to support employees through every phase of their professional and personal journey. We are building vibrant communities that connect, collaborate, and win together to reach our highest potential.

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. We're now working to think differently and more flexibly to accelerate opportunity through job design.

Well-being

In April 2025 we launched a company-wide psychosocial hazard survey that revealed the key wellbeing challenges our employees face. Together with the Employee Insights survey, the results defined seven working-group focus areas. Building on our existing mental-health initiatives, we'll expand and deepen these efforts in 2026 to support every employee's well-being.

Experience a career at Lockheed Martin Australia!
Visit our website and view our current opportunities [here](#).