

# LOCKHEED MARTIN UK GENDER PAY GAP 2018

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

The people of Lockheed Martin are critical to our success as a business. Our customers rely on the skills, knowledge and passion of our people, working in partnership to help solve some of the world's most complex challenges.

From the F-35 Joint Strike Fighter, with its stealth technology and advanced sensors, to the growing UK Space industry delivering global communications, exploration and national security, the work of Lockheed Martin's people makes a difference, every day.

To help our people thrive and be the best they can be, Lockheed Martin is committed to our key values of 'doing what's right, respecting others and performing through excellence' along with providing an environment whereby they are supported, not only in their professional lives, but also in their lives outside of the workplace.

Of course, our people want to be rewarded for their hard work, and quite rightly rewarded with parity.

As a company, we never stand still; we seek continuous improvement in everything we do. This includes making sure that our people have the same opportunities for career development, reward and recognition.

At Lockheed Martin UK, we believe that a diverse, inclusive workplace is one that fosters a culture of high performance, innovation and excellence.

We are taking numerous steps to help address our gender pay gap, tackling challenges faced by organisations across our industry. We invest heavily

### Did you know?\*

1724 Employees\*

22% of current workforce are female

14% of current senior leadership are female

21% of people hired in 2018 were female

10% of our technical workforce are female

35% of our 2018 graduate intake is female

### \*As of 5 April 2018

in Science, Technology, Engineering and Mathematics (STEM) programmes to encourage more young women into the sector. We have expanded our Early Careers programme, offering more opportunities for apprentices, graduates and interns to join our team. We have updated our reward programme, introducing even more family-friendly options for our people to select from, depending on their lifestyle.

At Lockheed Martin, we will continue to evolve and improve. I am proud to lead an organisation that places diversity and inclusion at the heart of its business. 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 the 5th April 2018.



**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.

## Meet The Team...



**Amy Dobrijevic**

"As a young female starting out it is refreshing to see an array of females across many roles at Lockheed Martin from Engineering and Cyber Security, to Senior Management right up to our female CEO! An aspect of life at Lockheed Martin I enjoy is the 9/75 working pattern we work. Knowing that I have a long weekend every other week really allows me to have a good work life balance which I believe is key."



**Kirsty Miller**

"I have worked at Lockheed Martin for nearly four years and have found that the culture, as well as schemes such as Flexible Working, have supported me in my continuous learning and development, whilst balancing my most important role as "mum" to my family. The culture includes Ethics, Diversity and Inclusion values which underpin (and are second nature) to how I contribute to our mission success, whether it be showing respect to colleagues or customers, or performing with a level of excellence that comes about by an infectious appetite to do what's right for a company that I believe in."



**Jane Terry**

"As a senior female executive, I am able to play a role in shaping how the Corporation can offer our female employees the best opportunities, not just in the UK but around the world. The flexible working arrangements, competitive packages and rewarding benefits mean that not only am I able to recruit top talent into my team but I am also able to retain them, even if they decide to start a family and want to work their career around different circumstances."



**Steve Strachan**

"In the seven years I have been employed by Lockheed Martin I have been afforded numerous opportunities to grow and develop my career, both via formal training programmes and through being asked to take on new and varied roles within the business. I have two young children and the nine day fortnight is a significant factor in striking a healthy work / life balance, while the opportunity to work remotely on occasion also helps. I would recommend Lockheed Martin to anyone looking for a vibrant and forward-thinking company that will challenge them every day but reward them accordingly."

## In Numbers...

### LOCKHEED MARTIN UK LTD

#### Hourly Pay Gap



Mean: 15.9%  
Median: 21.2%

#### Bonus Gap



Mean: 10.3%  
Median: 41.1%

#### Proportions of Men and Women Receiving a Bonus



Women 47.8%



Men 46.3%

#### Proportions of Men and Women by Quartiles

##### Lower



35.9%  
64.1%

##### Lower Middle



24.6%  
75.4%

##### Upper Middle



20.9%  
79.1%

##### Upper



13.5%  
86.5%

### LOCKHEED MARTIN AMPHILL LTD

#### Hourly Pay Gap



Mean: 15.7%  
Median: 13.7%

#### Bonus Gap



Mean: 53.9%  
Median: 2.1%

#### Proportions of Men and Women Receiving a Bonus



Women 87.1%



Men 80.9%

#### Proportions of Men and Women by Quartiles

##### Lower



25.4%  
74.6%

##### Lower Middle



21.5%  
78.5%

##### Upper Middle



17.7%  
82.3%

##### Upper



10.4%  
89.6%