

2023

UK Gender Pay Gap
Report

LOCKHEED MARTIN 

FOREWORD BY PAUL LIVINGSTON, CHIEF EXECUTIVE, LOCKHEED MARTIN UK

Every day, our employees come to work with one focus – our customers’ missions. These missions are some of the most important and challenging in the world. We bring an unwavering commitment to help our customers succeed, and it’s that sense of purpose, and opportunity to make a difference in the world, that drives us every day.

Diversity and Inclusion is the foundation of our culture and reflects our values of: Do What’s Right, Respect Others and Perform With Excellence. We want to be the organisation that people aspire to join. To do this, we are dedicated to providing an inclusive environment which focuses on attracting, developing and retaining a diverse workforce that has the opportunity to thrive in all that they do.

Our annual Gender Pay Gap Report provides a key measurable on the advances we are making towards a truly diverse and inclusive workplace. The 2023 data shows progress in several key areas. We have seen an increase in the female population within the lower quartile, meaning we are encouraging more females into our important entry level positions. These roles represent our talent of tomorrow and our future leaders. We have worked hard to close the gap in relation to bonuses, expanding the pool of eligibility, with a commitment to improve this further year on year and although more still needs to be done to narrow the gap, these results are encouraging.

Over the past year, we have grown our Employee Resource Groups (ERGs) with six in place across the UK, of which Gender Balance is one. The aim of these groups is to create a supportive, open forum for employees who share a common identity and to invite others to learn about their perspective through webinars, events and alignment to national days of recognition. Activities this year have included Menopause webinars; events associated with International Women’s Day and representation at our Global Women’s Impact Network .

We support the ERG’s by offering financial and organisation support to access decision makers and tools to highlight their important and valuable work. In addition to these initiatives, we also maintain regular reviews of our reward packages, looking for ways to improve our family friendly policies and this year saw an increase in both our Maternity and Paternity offering.

Our business also participates in the Women in Defence Mentoring Scheme in partnership with Moving Ahead. In addition by continuing with our Women and Allies in STEM (WAIS) outreach group, we will further support participation of women in STEM occupations, by engaging in activities both within the corporation and with local communities across a range of ages, from primary school to university students.

We wanted to share not just the data, but also some insight into our people, offering their perspective of life at Lockheed Martin. In sharing this information with you, we recognise that there is always more to do but I am proud of our actions and commitment to providing an inclusive workplace and a narrowing of the Gender Pay Gap.

I can confirm that all data contained in this report is accurate & calculated in accordance with the legislative requirements for the snapshot date of the 5th April 2022.




Paul Livingston

Chief Executive, Lockheed Martin UK

DID YOU KNOW?*

OVER?
1.678
EMPLOYEES

24%
of our new hires
are female

22%
of our current
population is female

19%
of our current senior
leadership team is female

10%
of LMUK technical
workforce are females

IN NUMBERS ...

LOCKHEED MARTIN UK LTD

Hourly Pay Gap



Mean: 12.9%
Median: 20.2%

Bonus Gap



Mean: -44.9%
Median: 8.6%

% Gap in employees receiving bonus:



Women

88.7%

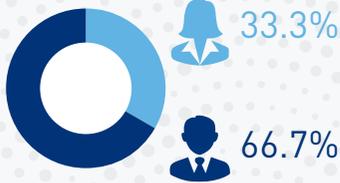


Men

88.4%

Proportions of Men and Women by Quartiles

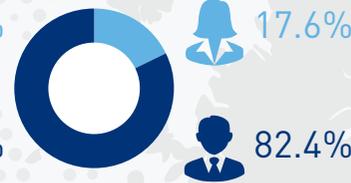
Lower



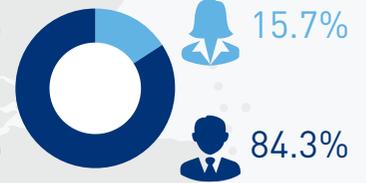
Lower Middle



Upper Middle



Top



LOCKHEED MARTIN AMPHILL LTD

Hourly Pay Gap



Mean: 8.3%
Median: 7.6%

Bonus Gap



Mean: 17.9%
Median: -32.3%

Proportions of Men and Women Receiving a Bonus



Women

92.9%

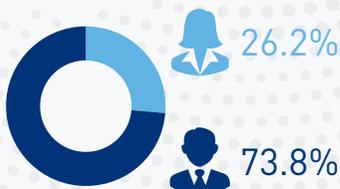


Men

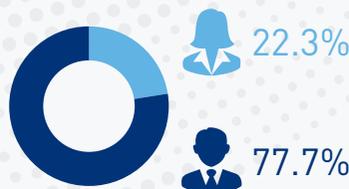
89.1%

Proportions of Men and Women by Quartiles

Lower



Lower Middle



Upper Middle



Top



MEET THE TEAM...



PREEYA DOUGHERTY-LAKHANI, Business Operation Lead, MFC

“ I joined Lockheed Martin in 2022 to become part of the Space team in the UK. I’m fortunate to have joined a team with a forward-thinking and inclusive mindset from whom I felt welcomed by straight away. It’s no secret that open mindedness and support create a culture of care where it becomes natural to grow as a professional, and it’s evident Lockheed Martin champion this. Since joining, I’ve made the most of the 4Flex scheme which allows me to spread my weekly hours across 4 days instead of 5. Now that I have Friday’s to decompress from my busy Monday-Thursday, I feel thankful that I am more energetic on the weekends and focussed on my family and hobbies. I feel like my work-life balance is more fair, and in turn, I enjoy my work days more too! ”



JENNY QUARTERMAN, Head of Facilities, Missiles and Fire Control

“ Since joining Lockheed Martin in 2015, I have continued to be supported in my role to grow and challenge myself. As the Head of Facilities, I hold a lot of responsibility for the employees, visitors and the site as a whole. I find this fulfilling and would encourage more women to join the Facilities industry. Creativity, and forward thinking are two key skills in this role; both of which transition well between home and work – a balance made easier with Lockheed’s approach to flexible working. I feel this is a safe place to ask questions and learn, whilst being able to look for ways to constantly improve the systems and processes we all work with. Stakeholder engagement is crucial, and it is a joy to work closely with so many similar minded people, all working towards a successful future. ”



KATHERINE ROWE, Integration Test Engineering manager, RMS

“ I have worked with Lockheed Martin for many years, initially as a contractor, before taking up a permanent opportunity in January 2019. My decision to join LM permanently was greatly influenced by what I had witnessed of LM’s continuous and concerted effort to promote a safe and inclusive working environment for its diverse workforce. As a working parent, flexible work hours and the chance to work from home, have really helped me to balance my two lives, enabling me to pursue an interesting and rewarding career path into engineering leadership, hugely supported by LM’s Advanced Technical Leadership Program, as well as experience gained from my involvement with. ”