

FOREWORD BY PETER RUDDOCK, CHIEF EXECUTIVE, LOCKHEED MARTIN UK

At Lockheed Martin, we believe that a workforce powered by the unique experiences and talents of our people is fundamental to helping solve some of the world's most complex challenges. Our customers in more than 70 nations around the world rely on the passion and knowledge of our skilled teams to work in partnership for the defence, security and prosperity of their nation. The Gender Pay Gap Report allows us to reflect on the advances made, as we strive towards a truly diverse and inclusive workplace.

Since 2017, we have continued to make progress; we have seen an increase in the number of women in leadership roles, made significant investments in STEM programmes to encourage more young women into the sector, and have enhanced our reward benefits package. In a truly collaborative approach, we used National Inclusion Week as an opportunity to engage with our employees across Lockheed Martin UK, using their feedback to help shape future activity.

Last year witnessed an acceleration in the development of our Diversity and Inclusion (D&I) strategy. We partnered with the Defence and Aerospace Equality, Diversity and Inclusion Group, an industry network where we can share best practise and collectively address gender equality across the sector. In 2019, we also became a signatory to the Women in Defence Charter, showing our commitment to work with our partners in industry to secure balanced and rewarding opportunities for women.

For 2020, we are going to deploy our D&I Strategy, which establishes three fundamental pillars of activity: use data; empower people; and cultivate networks. We are establishing a suite of learning opportunities for our people to drive a consistent understanding of D&I and its fundamental importance here at Lockheed Martin UK. Finally, we'll grow key diversity and inclusion networks, both within our company and in local markets; using these tools to help us engage our people, our customers and our partners around the UK.

I am proud to lead an organisation that continues to mature its approach to D&I and invest in the infrastructure necessary to deliver an ambitious programme of activity across the UK. 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 2019.



Peter Ruddock
Chief Executive, Lockheed Martin UK



DID YOU KNOW?*

OVER
1700
EMPLOYEES

25%
of our new hires
are female

22%
of our current
population is female

12%
of our current senior
leadership team is female

9%
of LMUK technical
workforce are females

MEET THE TEAM...



ALICE MALLEN: HR Director for the UK, Europe & Middle East

I've worked at Lockheed Martin for nearly four years and have recently been promoted from a Senior Manager into a Director role. For me, a key part to being successful, both personally and professionally, is about getting the work-life balance just right. The environment and culture at the Company has been encouraging and supportive, allowing me to work around my family commitments. The 9/75 and progressive benefits packages are not only great for me, but also for us to be an employer of choice and retainer for our current and future talent. In my role and for the whole organisation this is vital for the success of our business.



SALLY CRANSTONE: UK RMS Functional Head of Engineering and Technology

I have worked for Lockheed Martin for 20 years, the past 15 years in Engineering Management, most recently as UK RMS Functional Head of E&T. I am a keen advocate of Early Careers staff supporting Apprentices, Placement students and Graduates. As part of the team that kicked off the Women and Allies in STEM initiative, I am very keen to promote Diversity within our Engineering team, and wider. Our 9/75 and flexible working helps to support staff whether in the early stages of their career to support their families or those towards retirement working to reduce their hours and both are of benefit to our business and the individual.



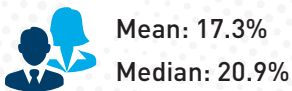
PHOEBE CHAPMAN: Software Engineering Graduate

As a female software engineer, I was impressed discovering the culture of inclusivity on all levels within Lockheed Martin, with the support and opportunities available to everyone. Having the opportunity to get involved with tasks outside of my normal day job enables me to work with a wide variety of people and expand my network within the company. I also enjoy the flexibility we are given, with people being put first which feeds into the rest of the business' success

IN NUMBERS ...

LOCKHEED MARTIN UK LTD

Hourly Pay Gap



Bonus Gap



Proportions of Men and Women Receiving a Bonus



Proportions of Men and Women by Quartiles

Lower



Lower Middle



Upper Middle

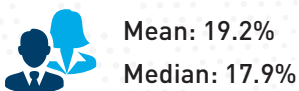


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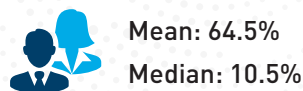


LOCKHEED MARTIN AMPHILL LTD

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