



**Women in Aviation
and Aerospace Charter**
A pledge for gender balance
across aviation and aerospace



L3HARRIS

L3HARRIS TECHNOLOGIES U.K. GROUP

**We, the undersigned, commit to
Women In Aviation & Aerospace Charter
We recognise the value of gender balance
for our culture, customers and
our business overall.**

Signed on behalf of: L3HARRIS TECHNOLOGIES U.K. GROUP

Signed:

A handwritten signature in black ink, appearing to read 'Graeme Mackay', with a horizontal line underneath.

Name: Rear Admiral Graeme Mackay CBE(Rtd)

Position: VP L3 Harris UK

Date: 14 September 2021



Women in Aviation and Aerospace Charter

A pledge for gender balance across aviation and aerospace

The UK's aviation and aerospace sectors are making a commitment to work together to build a more balanced and fair industry for women by launching a Charter for Women.

The Charter reflects the aspiration to see gender balance at all levels across aviation and aerospace. A balanced workforce is good for business – it is good for customers and consumers, for profitability and workplace culture, and is increasingly attractive for investors.

The Charter:

- commits organisations to supporting the progression of women into senior roles in the aviation and aerospace sectors by focusing on the executive pipeline and the mid-tier level;
- recognises the diversity of the sector and that organisations will have different starting points – each organisation should therefore set its own targets, where appropriate, and implement the right strategy for their organisation; and
- requires organisations to publicly report on progress to deliver against any internal targets to support the transparency and accountability needed to drive change.

My organisation commits to promote gender diversity by:

- having one member of our senior executive team who is responsible and accountable for gender diversity and inclusion;
- setting internal targets, where appropriate, for gender diversity in our senior management;
- publishing progress annually against any targets in reports on our website;
- having an intention to ensure the pay of the senior executive team is linked to delivery against any internal targets on gender diversity and inclusion