



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 Department for Business, Energy and Industrial Strategy and the Department for Transport welcomes the initiative that recognises more needs to be done to greater enhance the gender balance in the sectors. Organisations that sign up to this Charter are committing to be the very best at driving diversity and inclusion within their sector and providing fair opportunities for women to succeed at the highest levels.

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; and
- 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.

Women in Aviation and Aerospace Charter

Signatories

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|---|---|---|
| 1. Abbey Metal Finishing Company Ltd | 43. Department for the Economy in Northern Ireland | 88. NATS |
| 2. Aberdeen International Airport | 44. Doncaster Sheffield Airport | 89. North West Aerospace Alliance (NWAAs) |
| 3. ADS | 45. Easyjet | 90. ON Systems |
| 4. ADS Toulouse | 46. Farnborough Aerospace Consortium (FAC) | 91. Oxley Group |
| 5. AerFin | 47. Farnborough International Ltd | 92. Private Fly |
| 6. Aerospace Technology Institute (ATI) | 48. Ferranti Technologies Ltd | 93. Produxmax |
| 7. Aerospace Wales | 49. Flitetec | 94. Reaction Engines |
| 8. Air Navigation Solutions | 50. Flitetrak | 95. Rockford |
| 9. AGK Sourcing Consultancy Limited | 51. Flybe | 96. Rolls Royce |
| 10. AGS Airports Limited | 52. Gatwick Airport | 97. Safran |
| 11. Airbus | 53. GE Aviation | 98. Safran Seats GB |
| 12. Airlines UK | 54. GearUp Media Ltd. | 99. SalusUAV |
| 13. Airport Operators Association (AOA) | 55. George Best Belfast City Airport | 100. SAM Northern Ireland |
| 14. AJW Group | 56. GKN Aerospace | 101. Semta |
| 15. Amfax Limited | 57. Glasgow Airport | 102. Sharing in Growth (SiG) |
| 16. Atkins | 58. Gowling WLG | 103. Sigma Components Ltd |
| 17. ATL Turbine Services | 59. Heathrow Airport | 104. SL Engineering Ltd |
| 18. Aurigny | 60. Helander | 105. Smit Project Solutions Ltd |
| 19. Avon Valley Precision Engineering (AVPE) | 61. Helispeed | 106. South West Metal Finishing |
| 20. Babcock Aviation | 62. Highlands and Islands Airports Limited | 107. Southampton International Airport |
| 21. BAe Systems | 63. IAG Group | 108. Spirit AeroSystems |
| 22. Belcan International | 64. IPC Mouldings | 109. Starspeed Helicopters |
| 23. Birmingham Airport | 65. Ishka Global | 110. Stobart Aviation |
| 24. Birmingham Law Society | 66. Jersey Airport | 111. Thales |
| 25. Boeing | 67. Jetdeck Aviation | 112. The Air League |
| 26. Bombardier | 68. JJ Churchill Ltd | 113. The Aviation Logistics Network |
| 27. Boyden | 69. L3 Commercial Aviation | 114. The Aviatrix Project |
| 28. Bradfor Ltd | 70. LCLX Aviation Ltd | 115. Thomas Cook |
| 29. Bristol Airport | 71. Leonardo | 116. Titan Airways |
| 30. British Airways | 72. Liverpool John Lennon Airport | 117. TT Electronics |
| 31. C W Fletcher | 73. London Biggin Hill Airport | 118. TUI |
| 32. Cardiff Airport | 74. London City Air Group | 119. UK Space Agency (UKSA) |
| 33. CargoLogicAir | 75. London Luton Airport | 120. Unite |
| 34. Castle Precision Engineering Ltd | 76. Manchester Airport Group Manufacturing and Business Solutions Ltd | 121. Unitech Aerospace |
| 35. Cobham | 77. Martin Aerospace Ltd. | 122. University of Bristol |
| 36. Collins Aerospace | 78. MB Aerospace | 123. University of Manchester |
| 37. Confederation of Shipbuilding and Engineering Unions (CSEU) | 79. Menzies Aviation Plc | 124. University of Nottingham |
| 38. Coventry University | 80. MEP Ltd | 125. University of Sheffield |
| 39. Cranfield University | 81. Middlesex Aerospace | 126. University of West of England |
| 40. Crosby Aviation Training | 82. Morgan Sindall | 127. Verify Europe |
| 41. Davies Turner Air Cargo Limited | 83. Moyola Precision Engineering | 128. Virgin Atlantic |
| 42. Denroy Plastics | 84. MSM Aerospace Fabricators | 129. Walker Precision Engineering Ltd |
| | 85. My Language Connection | 130. Welsh Government |
| | 86. National Composite Centre (NCC) | 131. West of England Aerospace Forum (WEAF) |
| | | 132. Women in Aviation UK |
| | | 133. Zip-Clip |



Supporting Organisations

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| 134. Aerospace Growth Partnership (AGP) | 150. Kew College |
| 135. British Aviation Group | 151. Korn Ferry |
| 136. Brunel University | 152. Meggitt |
| 137. Civil Aviation Authority (CAA) | 153. Met Office |
| 138. Claveaux Consulting | 154. Qioptiq |
| 139. Deloitte LLP | 155. Royal Aeronautical Society (RAeS) |
| 140. Department for Business, Energy and Industrial Strategy (BEIS) | 156. Scottish Government |
| 141. Department for Transport (DfT) | 157. SheTravel |
| 142. Diverse Matters | 158. Singleton PR |
| 143. Emerald Media Ltd. | 159. Southampton University |
| 144. ERA (European Regions Airline Association) | 160. Sustainable Aviation |
| 145. FlightGlobal | 161. Swansea University |
| 146. Gethin's Inflight News | 162. The Aviation Club UK |
| 147. Global Aerospace | 163. The Law Society |
| 148. International Aviation Women's Association (IAWA) | 164. Virtuoso IT |
| 149. Jonathan Lee Aerospace | 165. Women in Aerospace Europe - UK |
| | 166. Women in Transport |

Overseas Supporting Organisations

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| 167. Advaya Legal | 172. Luxaviation Group |
| 168. African Section Ninety Nines | 173. Luxaviation Helicopters |
| 169. Central Global Cargo GmbH | 174. TU Delft |
| 170. Gulf Air B.S.C.(c) | 175. United Airlines |
| 171. International Air Transport Association (IATA) | |