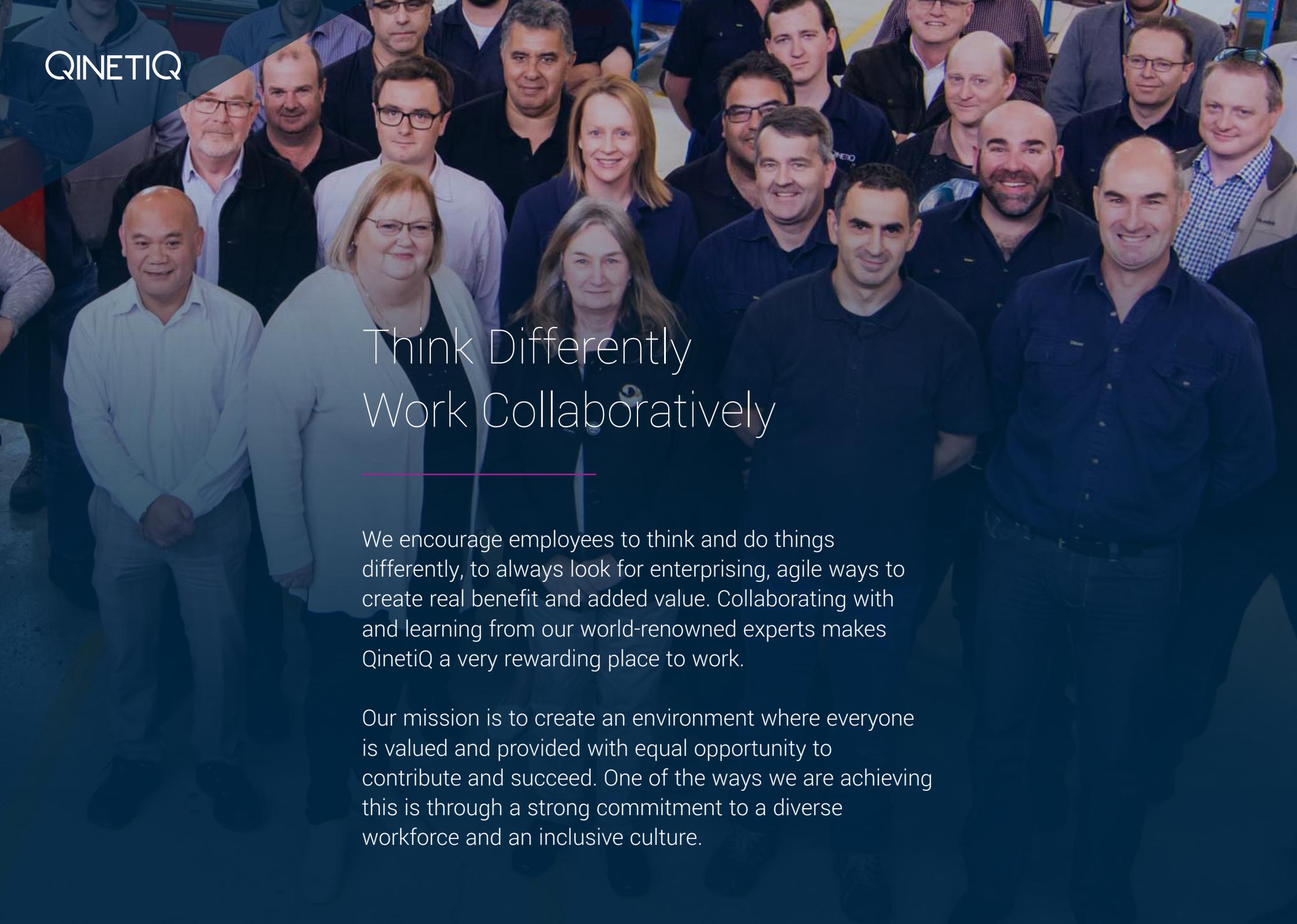


Women in STEM  
Decadal Plan Champion

Response 2019





QINETIQ

## Think Differently Work Collaboratively

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We encourage employees to think and do things differently, to always look for enterprising, agile ways to create real benefit and added value. Collaborating with and learning from our world-renowned experts makes QinetiQ a very rewarding place to work.

Our mission is to create an environment where everyone is valued and provided with equal opportunity to contribute and succeed. One of the ways we are achieving this is through a strong commitment to a diverse workforce and an inclusive culture.

By 2024 QinetiQ aims to achieve



representation of women in STEM workforce

Opportunity 1

Leadership  
& Cohesion

Opportunity 2

Evaluation

Opportunity 3

Workplace  
Culture

Opportunity 4

Visibility

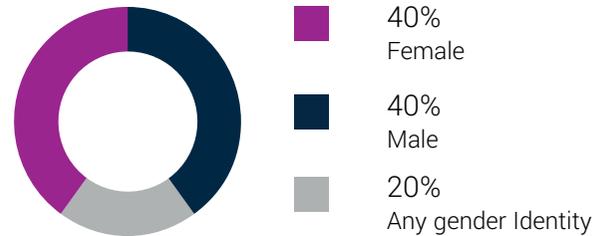
## Diversity from the top

Gender diversity at the leadership level and within our STEM fields make up two of our three priority areas within our Diversity & Inclusion Strategy 2020-2024.

Through our strategy we are committed to achieving a 40% female, 40% male and 20% any gender identity balance at the leadership level.

## 2024 targets

### Women in Leadership



### Women in STEM



### Creating an Inclusive Culture

Create an environment where everyone is valued and provided with equal opportunity to contribute and succeed.



Opportunity 1

Leadership  
& Cohesion

Opportunity 2

Evaluation

Opportunity 3

Workplace  
Culture

Opportunity 4

Visibility

## Accountable, visible and championing change

Our Managing Director Greg Barsby is a WGEA Pay Equity Ambassador.

To drive change in the community, the Workplace Gender Equality Agency works with a network of chief executive officers, heads of department and directors in the public and private sector committed to pay equity and gender equality.

Pay Equity Ambassadors help to create change by:

- Playing a leadership role in their business community and to the broader public
- Reinforcing their commitment to pay equity within their own organisation
- Profiling and promoting their approach to pay equity



WGEA  
Pay Equity

AMBASSADOR



Opportunity 1

Leadership  
& Cohesion

Opportunity 2

Evaluation

Opportunity 3

Workplace  
Culture

Opportunity 4

Visibility

We are committed to championing change within our industry by being open and accountable in the reporting of our progress towards gender equality

- ✓ Annual gender pay gap analysis conducted using the WGEA gender pay gap calculator
- ✓ Annual Diversity & Inclusion survey to all employees
- ✓ Specific gender equity review conducted during the annual salary review process
- ✓ Progress data from our strategy is available on our intranet and website



Opportunity 1  
Leadership  
& Cohesion

Opportunity 2  
Evaluation

Opportunity 3  
Workplace  
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Opportunity 4  
Visibility



Most Ambitious  
Company in  
Gender Diversity –  
**Engineers Australia**

In September 2019 we received a highly commended award from Engineers Australia for our demonstrated work in encouraging gender diversity. The award seeks to identify, recognise and reward companies that strive towards national engineering excellence in encouraging gender diversity.

Opportunity 1

Leadership  
& Cohesion

Opportunity 2

Evaluation

Opportunity 3

Workplace  
Culture

Opportunity 4

Visibility

We are building a culture of inclusion, where everyone is valued and provided with equal opportunity to contribute and succeed

- ✓ Progressive new paid parental leave policy - offering up to 16 weeks paid parental leave for primary care givers and up to 4 weeks paid parental leave for non-primary caregivers
- ✓ Best practice flexible work policies and supporting frameworks - which have significantly increased the uptake and normalisation of formal flexible working
- ✓ Investment in education and training through 'Leadership Excellence Program' – focused on D&I, gender equality, inclusive leadership and performance appraisals
- ✓ Mandatory training for unconscious bias - all employees
- ✓ Robust Performance Development Review - audit and calibration process including gender review to ensure fairness in salary review, incentives and total remuneration
- ✓ Introduction of the Early Careers Program
- ✓ Introduction of Cultural and Religious Day of Significance leave



QINETIQ

Opportunity 1

Leadership  
& Cohesion

Opportunity 2

Evaluation

Opportunity 3

Workplace  
Culture

Opportunity 4

Visibility

We are a WORK180  
Endorsed Employer



WORK180 is a global jobs network that pre-screens employers to ensure they have policies and benefits in place to support women's careers.

As a WORK180 Endorsed Employer, we are recognised globally as an organisation that's diverse, inclusive and supports women in the workplace.

Opportunity 1  
Leadership  
& Cohesion

Opportunity 2  
Evaluation

Opportunity 3  
Workplace  
Culture

Opportunity 4  
Visibility

## “You can’t be what you can’t see”

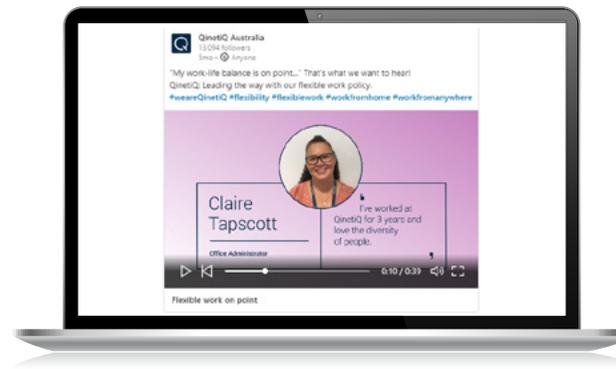
Our talented female engineers and technical professionals regularly role model and increase the visibility of women in STEM through industry engagements.



Open day event in collaboration with UNSW Women in Engineering program



Career **case study** series focused on female STEM leaders across QinetiQ



Campaign on normalising flexible work



National Science Week public lecture: Female Game Changers and Change Makers



Opportunity 1

Leadership  
& Cohesion

Opportunity 2

Evaluation

Opportunity 3

Workplace  
Culture

Opportunity 4

Visibility

We hold a WGEA Employer of Choice for Gender Equality citation



The WGEA Employer of Choice for Gender Equality citation is a leading practice recognition program that aims to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces.

The citation is strategically aligned with the Workplace Gender Equality Act 2012 and recognises that gender equality is increasingly critical to an organisation's success and is viewed as a baseline feature of well-managed and leading organisations.