



# Women in STEM Decadal Plan Champion

# 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

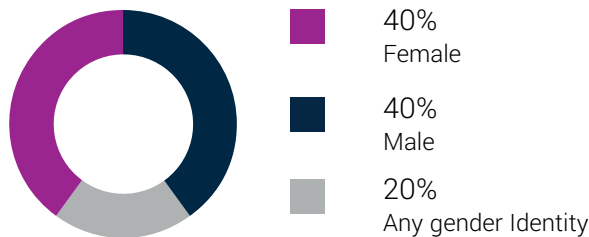
# Diversity from the top

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

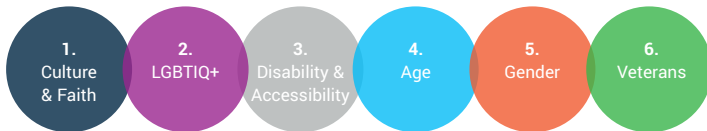


### Women in STEM



### Creating an Inclusive Culture

In striving to create inclusivity, we will focus on implementing initiatives that will benefit underrepresented demographics in the following areas:



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. Our progress over the last 12 months includes:

- ✓ Annual gender pay gap analysis conducted using the WGEA gender pay gap calculator
- ✓ Diversity & Inclusion survey to all employees every two years
- ✓ Specific gender equity review conducted during the annual salary review process
- ✓ Progress data from our strategy is available on our intranet and website
- ✓ Increased the representation of women in our executive leadership team from 25% to 40%
- ✓ Increased the annual women in STEM hires from 11% to 19%
- ✓ Increased female participation in our graduate cohort from 22% to 40%
- ✓ Increased the recruitment ratio of women from 19.5% to 23%
- ✓ Overall representation of women in our workforce is 20%



## Opportunity 1 Leadership & Cohesion

## Opportunity 2 Evaluation

## Opportunity 3 Workplace Culture

## Opportunity 4 Visibility

### Australian HR Awards:

- Excellence Award 'Employer of Choice (100 - 999 employees)' **2021**
- Excellence Award 'Best Graduate Development Program' **2021**
- Excellence Award 'Hays Australian HR Team of the Year (<1000)' **2021**
- Excellence Award 'Best Workplace Flexibility Program' **2020**
- Excellence Award 'Best Leadership Development Program' **2020**
- Finalist 'Best Workplace Diversity & Inclusion Program' **2018 and 2020**
- Finalist 'Employer of Choice (100-999 employees)' **2017**



### A20 Airspace Awards:

- Winner 'Outstanding Strategy for Diversity' **2020**
- Finalist 'Outstanding Male Influencer for Diversity & Inclusion' (Greg Barsby, MD) **2020**



### WGEA Employer of Choice Citation:

- **2018/19, 2019/20 and 2020/21**



### Australian Defence Industry Awards:

- Finalist 'Graduate Program of the Year' **2020**



### Engineers Australia:

- Most Ambitious Company in Gender Diversity  
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.

We support initiatives which engage and encourage STEM participation for girls in schools and at university through several industry partnerships

## 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 18 weeks paid parental leave for primary care givers including superannuation on paid and unpaid periods of parental leave 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
- ✓ Investing in education and training for the workforce in D&I gender equality and inclusive leadership through our Leadership Excellence, Management Essentials, Mandatory Training and D&I awareness programs
- ✓ Annual D&I survey providing an opportunity for all employees to contribute to ideas for best practice
- ✓ Mandatory training on D&I for all employees including gender equality, gender based harassment and discrimination and unconscious bias
- ✓ Launched our global D&I networks and champions including a focus on Gender Balance
- ✓ Robust Performance Development Review - audit and calibration process including gender review to ensure fairness in salary review, incentives and total remuneration
- ✓ Achieved 40% intake of females in our Early Careers program





Opportunity 1

Leadership  
& Cohesion

Opportunity 2

Evaluation

Opportunity 3

Workplace  
Culture

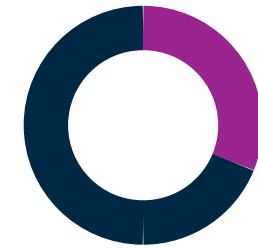
Opportunity 4

Visibility

Through our recruitment processes our Talent Acquisition team are focussing on the following:



■ 50% Female hires in to our 'Early Careers' program.



■ Targeting a minimum of 30% female new hires;



Gender balanced recruitment, shortlisting targets for all roles;



Targeting 100% gender diversity on interview panels; and

## 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.

Employee testimonials for International Women in Engineering Day 2021



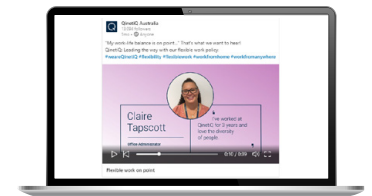
## Supporting the STEM and Women in Engineering workshop on Kangaroo Island



## Open day event in collaboration with UNSW Women in Engineering program



## Campaign on normalising flexible work



## Our Panel Discussion: International Women's Day 2021



## National Science Week public lecture: Female Game Changers & Change Makers



Our membership of Aviation/Aerospace Australia provides an opportunity to participate and support STEM events.

We are committed to supporting STEM in schools events partnering with several industry organisations across Australia



## 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.