At Leidos, everything we do is built on a commitment to do the right thing for our customers, our people and our community. We make the world safer, healthier and more efficient through information technology, engineering and science.

For the first time, this year, UK companies with over 250 staff must report on their gender pay gap. Transparency matters, as does acting to do the right thing.

At 21.9% our mean gender pay gap is reflective of a Leidos UK workforce where women make up 30.5% of the overall workforce and 17.6% at a senior level.

We are confident that Leidos UK’s gender pay gap is not a pay issue, we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

The structure of our workforce also influences our mean bonus gap, which sits at 51.2%.
Like many other businesses operating in industries linked to science, technology, engineering and mathematics (STEM) subjects, we must do more to ensure that we attract talented women today and in the future. As a result, we are increasingly focusing our education activities to include schools, not just universities, to help encourage more young women to pursue STEM careers.

How Leidos is tackling its gender pay gap

WE ARE COMMITTED TO ACTION AND WILL SUPPORT WOMEN WITHIN LEIDOS UK

- We have developed a new targeted development programme to support our high performing female talent to achieve their potential. We have set an initial goal of nearly doubling the number of women in senior roles to 30% by 2020, and to develop an action plan to achieve an equal split once this goal is achieved.
- We will continue to invest in the resources available to our company-sponsored employee organisations, including the Global Women’s Network and for early-career employees in our Millennials Resource Group.

WE WILL TAKE ACTION TO ENCOURAGE MORE WOMEN IN STEM-LINKED INDUSTRIES, AND MORE SPECIFICALLY LEIDOS UK

- We will work with partners such as Career Ready and STEM to attract more women to our graduate and apprentice programmes.
- We will continue our engagement with students at universities and will extend our focus to schools to help inspire more students to study aSTEM-linked qualifications.
- As a relatively new brand to the UK, we will continue to build recognition of Leidos UK as a family friendly employer.
- We will continue to develop our talent acquisition strategy to ensure that we are attracting more women at all stages of their career.

FOR MORE INFORMATION
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