BAE Systems Strategic Approach

Staying Connected

People, Wellbeing & Engagement
What is Diversity & Inclusion?

What is Diversity?

The definition of it varies from business to business but broadly, diverse groups of people can refer, but is not limited, to people of different genders, races, ethnicities, abilities and disabilities, religions, cultures, ages and sexual orientations and people with diverse backgrounds, experiences, and skills and expertise.

What is Inclusion?

Cambridge dictionary definition:

"The act of including something or someone as part of something"
What does that mean in Applied Intelligence?

Applied Intelligence employs a holistic view of D&I.

We focus our efforts on:

- ensuring inclusive practices across all areas of the business
- driving away from putting people through a process but rather, developing people focused processes remembering that each person brings a unique background

The pillars of this approach being People, Wellbeing and Engagement.

Through this we strive for two key themes to gauge our success:

- Measureable impact
- Things that just feel right

The result being the creation of a community where our employees feel as if they are valuable, contributing members respected for their abilities, experiences and differences.
Weave our behaviours **into strategy**

- Personally advocates D&I & people development as strategic priorities
- Participates in & leads inclusive ways of working which consider diverse perspectives when making key decisions
- Creates an inclusive workplace in which all individuals thrive & give their best
- Creates an environment in which everyone is confident to speak up & new ideas are welcome
- Understands the impact of bias & recognises & develops talent to create a diverse workforce
- Has a strong sense of fair play & equal opportunity & recognises one size does not fit all with regard to development
- Connects people & brings together diverse teams to deliver a common goal
D&I in Applied Intelligence

Recruitment
- Delivering inclusive recruitment training to all recruiters
- Inclusive recruitment forum with wider business to provide on-going insights and aligned changes
- Gender decoder on job specs

Training
- Inclusive training modules in Sales effectiveness
- L&D modules highlighting key areas of inclusion
- L&D weaving inclusion into modules

Engagement
- More frequent employee survey’s to understand experience and sentiment with actionable insight
- Inclusion Toolkits to SLT encouraging inclusive discussions as the norm

Wellness
- Mental health awareness training
- Mental health first aiders globally
- Flexible work
- Encouraging physical wellbeing
Be Active Everyday – One Healthy Applied Intelligence

- **Inform**: We are working to create 4 core values that tie our workforce together in all communications. These will be carried out to build strong communities among us and foster high levels of teamwork.

- **Educate**: Ensure all AI employees are aware and have access to information and are engaged with the content through regular comms, Connect, BAE APP, learning and community/team building exercises.

- **Act**: Coordinate key functional/process owners globally to deliver on agreed, targeted programs encouraging health and wellbeing alongside workforce collaboration and enhancements.
D&I Competitive Differentiator

Along with a number of other eye opening statistics it was noted in the book, *Digitized, Industry Transformation and Disruption through Entrepreneurship and Innovation* that highly engaged businesses see:

- 10% increase in customer ratings
- 20% increase in sales

**McKinsey research found:**

- Companies allowing for gender diversity are 15% more likely to experience higher financial returns as measured by EBIT compared to the national industry medians

- Companies in the bottom quartile both for gender and for ethnicity and race are statistically less likely to achieve above-average financial returns than the average companies in the data set (that is, bottom-quartile companies are lagging rather than merely not leading).

- In the United Kingdom, greater gender diversity on the senior-executive team corresponded to the highest performance uplift (in our data set): for every 10 percent increase in gender diversity, EBIT rose by 3.5 percent.

**Forbes found:**

- Inclusive teams make better business decisions up to 87% of the time
- Teams that follow an inclusive process make decisions 2X faster with 1/2 the meetings.
- Decisions made and executed by diverse teams delivered 60% better results
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Global Headquarters

BAE Systems
Surrey Research Park
Guildford
Surrey GU2 7RQ
United Kingdom
T: +44 (0) 1483 816000

BAE Systems
8000 Towers Crescent Drive
13th Floor
Vienna, VA 22182
USA
T: +1 720 696 9830

BAE Systems
19, Boulevard Malesherbes
75008 Paris
France
T: +33 (0) 1 55 27 37 37

BAE Systems
Mainzer Landstrasse 50
60325 Frankfurt am Main
Germany
T: +49 (0) 69 244 330 040

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