

Diversity, Equity & Inclusion Charter



Inclusivity is more than just *'the right thing to do'*. Raytheon strives to represent the true diversity of Britain and ensure all our colleagues feel enabled to deliver the best work of their lives.

Innovative business with strong risk management comes from a diverse workforce and inclusive culture. There are growing considerations from customers ensuring inclusiveness in the Supply Chain and more scrutiny and transparency on diversity and inclusion is needed. As a Supplier to Raytheon, you should:



INCLUSIVE CULTURE

A culture of inclusion and innovation – getting the basics right

- Create effective teams where everybody feels valued, included, and treated fairly and with dignity
- Develop and monitor key people processes to ensure an equitable approach supporting a diverse workforce
- Provide regular DE&I training and education for the workforce (minimal annual renewal). Topics can include but are not limited to:
 - Workplace Generational Diversity
 - Racism
 - Bystander Intervention
 - Microaggressions at work
 - Stereotypes
 - Disability Awareness and Diversity
 - Diversity vs Inclusion
 - LGBTQA+
 - Religious Diversity
 - Cultural Diversity
 - Unconscious Bias
- Monitor and record disability Key Performance Indicators (KPIs) in Contract management
- As a minimum, comply with requirements of Equality Act 2010 and should adopt a zero tolerance approach to bullying, harassment or discrimination of any kind



COMMUNITY INVESTMENT

Investing in our communities. The communities we work in are important stakeholders in our business and we should strive to be good corporate citizens

- Engage with our communities and participate in volunteering activities
- Support key charities & participate in Raytheon community volunteering activities offered
- Engage in collaboration with local schools, colleges, and universities where appropriate
- Support apprenticeships including accessing Raytheon Apprenticeship Levy where appropriate
- Where possible and practicable, favour small and medium enterprises and suppliers in levelling up areas



CUSTOMER & SUPPLIER PARTNERSHIPS

Working for economic empowerment and opportunity

- Target diverse suppliers where possible and consider SMEs, Voluntary and Community Sector Organisations and Social Enterprises for second sources
- Ensure alignment with Raytheon DE&I values and influence sub-tier suppliers to follow similar principles
- In support of the UK Government Levelling Up Programme, engage with sub tier suppliers in Cat 1 & 2 areas ([see here](#))
- Engage with Raytheon and participate in collaborative DE&I activities



PUBLIC ADVOCACY

Championing equality for all

- Engage with suppliers and promote DE&I where possible during interactions
- Show leadership as an organisation on tackling important DE&I topics
- Build strong partnerships with the right external groups to drive progress on DE&I
- Commit to disability inclusion in procurement policies
- Support improved Mental Health outcomes in the workplace without discrimination or prejudice ([Mental Health At Work](#))
- Commit to Disability Confident Standards ([Disability Confident](#))