

# Meet the Signatories: Ultra



ULTRA.

## **Please name your organisation and explain what it does in the defence industry?**

Ultra develops mission-critical solutions in support of a safer tomorrow. Through innovative problem solving and evolving technologies, we deliver outstanding solutions to our customers most complex problems in defence, security, critical detection and control environments.

## **Why did you join the Women in Defence Charter?**

At Ultra, we believe feeling like you belong somewhere doesn't come from grand outward gestures or a magical silver bullet. It stems from making small cultural changes every day. We want Ultra to be famous as a place where diverse talent thrives; that's why we aim to create an environment dedicated to ensuring women's equity. The Women in Defence Charter has set some ambitious targets to improve gender balance in the defence sector, and we're very proud to support such an important objective.

## **What steps is your organisation now taking to improve gender balance in industry?**

It's been proven that more diverse and inclusive companies are more successful businesses. One of Ultra's key areas of focus is to succeed through all types of diversity; this includes gender balance and much more. Over the past year, we have been having more conversations and adapting our business around our people. We share new perspectives and create psychological safety for employees to share experiences. We have also created employee resource groups such as women@ultra to shape our Diversity Equity and Inclusion agenda and improve awareness and coaching of issues like unconscious bias. We know we have a lot more to do but are very proud of our progress so far. Joining initiatives like the Women In Defence Charter is another significant step in supporting underrepresented groups in the defence industry and accelerating our support and development of women in Ultra.

Mark Ealing, VP of Diversity, Equity, and Inclusion at Ultra, said:

"It's been proven that more diverse and inclusive companies are more successful businesses. One of Ultra's key areas of focus is to 'succeed through all types of diversity'; this includes gender balance and much more.

"We are very proud of the progress we've made so far in improving all areas of Diversity Equity and Inclusion. Joining the Women In Defence Charter is another great step in supporting underrepresented groups in the defence industry and accelerating our support and development of women in Ultra."