

# Driving sustainable growth

We provide a range of products and service solutions to enhance our customers' defence capabilities and critical assets. Our business model is underpinned by a deep understanding of technology integration and engineering, infrastructure management and specialist training. We help our customers around the world to cost effectively improve the capability, reliability and availability of their most critical assets.

## Our key strengths and resources

### Our people

We rely on our people, and their experience and skills, to deliver for our customers and solve challenges every day. We aim to better support and empower our workforce of over 26,000.

### Customer relationships

We are a trusted partner, critical to our customers' ability to solve complex problems. Through long-term programmes and contracts, we work collaboratively with our customers to understand their needs and identify solutions that add value.

### Our assets

We own critical national infrastructure across the UK, including the Rosyth and Devonport Royal dockyards. We also operate a range of customer-owned critical assets such as naval and air force bases, complex engineering facilities and aircraft for the delivery of emergency services and military training.

### Our technology and know-how

We use our technology and our highly specialised engineering know-how to solve customer challenges. We have a deep understanding of our customers' assets and are able to integrate technologies and capabilities to support their needs and provide services that add value.

### Safety and regulatory compliance

This underpins all work. We and our customers operate in heavily regulated environments where the health, safety and wellbeing of all stakeholders is the number one priority.

## How we operate



**1 Foundations**

We work collaboratively with government departments, public bodies, highly regulated industries and blue chip companies, and are embedded on crucial long-term programmes. We focus on markets and customers with outsourcing models that require value-add engineering-based support and product development. Our five main markets are the UK, Australasia, France, Canada and South Africa, with operations in and exports to other countries.

**2 Bidding and business development**

We continually monitor opportunities across our markets, using strong reference cases and deep sector expertise to identify ways to solve new and existing customers' challenges and support their programmes. We have a multi-gate review process for contract bids to help ensure we only bid on value-creating work.

**3 Contracting**

A significant proportion of our business is carried out on a long-term contract or multi-year framework basis. Our contract backlog of £10.3 billion of contracted work provides a base level of revenue for the years ahead, supplemented by new business wins, framework orders, contract extensions and variations, and short-cycle work.

Revenue is recognised as we deliver on our contracts and performance obligations are satisfied. We have an established review process to manage contract risk. See page 89 for our principal risks.

**4 Sustainability**

Our ESG strategy is a key component of how we deliver and increase the sustainability and growth of our business. Our business has a significant impact on society and the environment and sustainability is an integral part of our corporate strategy and how we do business. See page 62 for our ESG review.

**5 Technology-based solutions**

We apply technology-based solutions to solve complex customer problems. We invest in technologies that optimise asset utilisation, advance manufacturing, enhance support capabilities and add value to customers. Our data analytics, digital design and integration capabilities reduce costs and increase the customer's ability to adapt to technology developments.

**6 Partnerships and collaboration**

Partnering and collaboration are key to our success in bringing market-leading capabilities to our customers. We bring together organisations to deliver engineering and technology-based products and support solutions that add value to our customers and increase access to markets.

**7 Investment and capability**

The cash we generate funds selective reinvestment into the business, principally through capital expenditure to develop our unique infrastructure, equipment, IT systems and engineering talent. See page 5 for our capital allocation framework.

**Creating stakeholder value****Customers**

Delivering for our customers and partnering with them on the challenges they face.

**Investors**

Creating shareholder value through growth, cash generation and the efficient allocation of capital. Delivering shareholder returns through dividends and increased share value.

**Employees**

Creating a better place to work where employees are valued and motivated at all times.

**Regulatory and industry bodies**


Never compromising on safety and complying with regulations at all times.


**Supply chain**

Creating jobs and nurturing investment through collaboration with our supply chain.

**Communities**

Providing jobs and investment across the UK and ensuring we act responsibly at all times in the interests of local communities around our sites.

 See how we are managing commercial and technical risk on pages 18

 See page 60 for more on our stakeholder engagement