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## EMPLOYEE NETWORK OF THE YEAR 2020

### Winner

OutLinkUK, BAE Systems

### Overview of entry

OutLinkUK is an LGBTQ+ employee network which has grown year on year since its launch in 2015, now with almost 2,500 members and allies. It's the largest and longest-running network in BAE Systems and has helped to form the framework by which other employee networks run, with four new networks established this year. With the support of OutLinkUK, BAE Systems has published a Gender Identity Policy for gender diverse employees and colleagues. They have also launched a handbook for friends and family of LGBTQ+ people.

OutLinkUK not only support their own staff on LGBTQ+ related issues, they have passed on their experiences and lessons learned to other networks in the engineering and defence industries. They also co-founded the new Pride in Defence network and helped to host their first event in June for Pride Month. They support communities outside BAE Systems by sponsoring prides and making donations to LGBTQ+ charities.