



Atos

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

Atos
Signed:

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Chief Executive Officer: Northern Europe

Date: 14/09/21

The Ministry of Defence
Signed:

A handwritten signature in black ink, featuring a large, stylized initial 'M' followed by a long, sweeping horizontal stroke.

Director of Information

Date: 14/09/21

The word "Atos" in a large, bold, blue, sans-serif font.



Ministry
of Defence

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
Her Majesty's Government

– and –

All those who serve or have served in the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

Section 1: Principles of The Armed Forces Covenant

1.1 We Atos will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- No member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen
- In some circumstances, special treatment may be appropriate especially for the injured or bereaved.

Section 2: Demonstrating our Commitment

2.1 Atos recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- Promoting the fact that we are an armed forces-friendly organisation; internally to our employees and externally through our supply chain relationships and communications.
- Maintaining and enhancing a dedicated diversity group called the Armed Forces Network (AFN) to plan, co-ordinate and deliver our actions in support of the Armed Forces Covenant. The AFN steering committee will meet monthly to review our delivery on Covenant pledges and report to an executive sponsor.
- Seeking to support the employment of veterans by working with the Career Transition Partnership (CTP) and Officer's Association (OA) to establish a tailored employment pathway for service leavers.
- Striving to support wounded, injured and sick veterans, including by working with charities to offer work placements in support of 'back to work' initiatives.
- Partnering with a veterans' mental health charity, Combat Stress, to raise awareness of service-related mental health conditions and fundraising to support the charity's treatment of former service men and women.
- Establishing a mentoring programme to offer support to service leavers seeking employment with civilian organisations including Atos. Assisting them through the application process or preparing mentees to be work ready with volunteering, education and training.
- Providing support to service spouses and partners by endeavouring to offer a degree of flexibility in granting leave for before, during and after a partner's deployment.
- Working with charities such as Forces Families Jobs (FFJ) to offer employment opportunities and "Returnship" placements to service families.
- Supporting our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible and by granting an additional ten days paid leave, as per our Reservist HR policy, to allow attendance at annual training camps and courses.
- Engaging with our Reservist workforce and their units, to provide maximum support before, during and after mobilisation.
- Promoting our commitments to the Reserve Forces within our graduate, intern and apprentice programmes to encourage interest in becoming a Reservist.