



## DFDS

**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.**

**DFDS**

Signed:

Position: HR Director, UK & Ireland

Date: 14<sup>th</sup> September 2021

**The Ministry of Defence**

Signed:

Date: 14<sup>th</sup> September 2021



**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, DFDS, 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 *DFDS 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:*

**Seeking to convey we are an armed forces-friendly organisation, by:**

- Supporting the employment of veterans of all ages and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers
- We will work in partnership with 'Veterans into Logistics' to support Service Leavers and families to find meaningful employment.
- Providing special paid leave for employees who are bereaved through the loss of a member of the Armed Forces
- Striving to support the employment of Service spouses and partners by working in collaboration with Families Forces Jobs
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment

**Seeking to support our employees who choose to be members of the Reserve forces, by:**

- Accommodating their training and deployment where possible (managers discretion regarding if this leave is paid or unpaid)
- Keeping up to date records of those who are in the Reserves through Employer Notification
- Work with Defence to emphasise to employees that their decision to join the Reserves is fully supported

**Seeking to support our Cadets and Veterans, by:**

- Offering support to our local cadet units, either in our local community or in local schools, where possible
- Offering Insight days and Work Placement opportunities

**Promoting the business as a Forces Friendly Organisation, by:**

- Aiming to actively participate in Armed Forces Week and Remembrance Day
- Working with charities within selected areas to offer Work Placements to support 'back to work' initiatives for the Wounded, Injured and Sick
- Upskilling ex-military members
- Engaging military speakers to be involved in "DFDS" training where relevant
- Giving the option to use AFC and ERS logos on email footers

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.