



## EDF (UK) PLC

**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.**

EDF (UK) PLC

Signed:

Position: Chief Executive Officer

Date: 5<sup>th</sup> October 2021

The Ministry of Defence

Signed:

Position: General Officer Commanding  
London District

Date: 5<sup>th</sup> October 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, EDF (UK), 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 *EDF (UK) 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 that we are proud to be an armed forces-friendly organisation.
- Supporting the employment of veterans of all ages.
- Championing and utilising the employment of Service Spouses and partners.
- Ensuring that Service personnel/Armed Forces community are not unfairly disadvantaged as part of their recruiting and selection processes.
- Ensuring that Reservists receive support: to attend annual training, during their mobilisation to and return from, operational tours of duty.
- Reservists will receive 5 days paid leave to attend annual training events and 5 days unpaid leave. This will support our Reservists meet their annual training commitments.
- Ensuring that our workforce is aware of our arrangements to support Defence People with issues from their time employed by HM Armed Forces.
- Promoting membership of the Reserves Forces to our employees and within graduate and general recruitment activity, underpinned by our arrangements for Reservists.
- Aiming to advertise all job roles with the Career Transition Partnership and Forces Families Jobs.
- Engaging with the Career Transition Partnership to support as far as practicable employment opportunities for wounded, injured or sick veterans.
- Supporting Veterans with mental health issues specific to their time in military service through our Occupational Health and Employee Support Services arrangements.

- Understanding that returning to work can be a challenging time. We endeavour to support our colleagues in both their physical and mental wellbeing, so they can thrive in the workplace.
- Offering our support to local Cadet Units, either in our local community or in local schools.
- Supporting the commitment of Cadet Force Adult Volunteer's (CFAV) activities outside of their contracted hours.
- Cadet Force Adult Volunteers will receive 5 days paid leave per year in order to support annual cadet camps, subject to reasonable notice. They may also receive unpaid leave to support Cadet activities, at their Line Manager's discretion.
- Providing information about volunteering opportunities with local cadet units

2.2 We will have a dedicated Forces Support Network (FSN). With a page on our company intranet (eNZO) to publicise these commitments. It will be a community where members will be able to speak with like-minded peers, learn about inclusive events and connect with other FSN members.