



Corporate Covenant

The Armed Forces Corporate Covenant

Jaguar Land Rover

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

Signed on behalf of

Jaguar Land Rover

Signed:

Dr Ralf Speth

Chief Executive Officer

Signed:

Simon Lenton

Executive Director Human Resources

Date: 01/07/2014

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**Ministry
of Defence**

Section 1: Principles of The Armed Forces Corporate Covenant

1.1 We **Jaguar Land Rover** 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 **Jaguar Land Rover** 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 Jaguar Land Rover is an Armed Forces friendly organisation;
- recognising the valuable skills and experience that Service Leavers and Veterans bring to our business through our integrated resourcing solution with Career Transition Partnership, seeking to support the employment of veterans young and old;
- striving to support the employment of service spouses and partners;
- enabling employees who are active members of Reserves Forces to maintain their training commitments by providing special paid leave arrangements as defined in the UK Reserve Forces Employee Relations Policy;
- promoting Armed Forces Day and Uniform to Work Day through a week-long internal communications campaign across our UK business;
- encouraging employees to volunteer and raise funds for Armed Forces Charities through our corporate charities and CSR volunteering programme;
- offering a discount on our products to members of the Armed Forces Community where applicable.

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 Armed Forces Community and our customers on how we are doing.



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.