



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Kuehne + Nagel Ltd

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 Kuehne + Nagel Ltd

Signed:

Name:

Marcus Bennett

Position Held:

Managing Director

Date:

15 May 2014



KUEHNE+NAGEL



**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 Corporate Covenant

1.1 Kuehne + Nagel Ltd 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 Kuehne + Nagel 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:*

We will use our internal and external websites, employee and customer newsletters to promote our armed forces friendly policy; providing details of our participation in MOD programmes, for development and employment of military personnel.

- *seeking to support the employment of veterans young and old:*

Kuehne + Nagel is an Equal Opportunities employer, receptive to recruitment and retention of employees of all ages. Kuehne + Nagel has recently abolished a set retirement age.

We make provisions within our Recruitment & Selections procedures for liaison with agencies who manage the process of preparing military personnel for employment. In addition to our participation with Skills for Logistics and Career Transition Partnership, we are currently planning to engage with BFRS (British Forces Resettlement Services)

In order to connect with the 15,000 ex-military personnel currently registered with them - at all levels - with a further 54,000 additions expected, due to redundancies planned by 2015.

Members can search, research and contact Kuehne + Nagel on the BFRS website. The website's 'job bank' which hold member's CV's can interface with our recruitment systems (iGrasp).

We plan to advertise our job opportunities to ex-military personnel who attend their Industry Awareness days. BFRS also encourages 'Civilian workers attachments', where ex-military personnel carry out a 6 week placement with Kuehne + Nagel to experience working within a Commercial environment.

Additionally we ask recruitment agencies within our master vendor arrangements, used primarily for recruitment of skilled workers (Drivers and Warehouse Operators), to identify ex military candidates and shortlist them for our consideration.

Also, when advertising externally we will state that we particularly welcome applicants from the services, or their spouse / partners.

- *striving to support the employment of Service spouses and partners:*

Kuehne + Nagel welcomes the opportunity to consider spouses / partners of military personnel for employment and will seek to identify them through our Master Vendors, the above mentioned agencies, and through advertising.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment:*

Employees of Kuehne + Nagel who are spouses / partners of military personnel who request leave in connection with their spouse/partner's deployment are treated sympathetically and every effort made to accommodate their request, as per the provisions included in our Absence policy.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible:*

Kuehne + Nagel actively supports employees who are members of the Reserve Forces in line with the prevailing legislation, in regard to deployment. We have had a number of

employees deployed over the past year and we offer additional annual leave to those in the reserve forces when attending training camps.

- *Supporting programmes for displaced military personnel such as the Military Leavers Placement Scheme “Skills for Logistics” and “Defence Career Partnerships”*

Kuehne + Nagel is an active supporter of these programmes. Last year, we enabled 106 military placements in Kuehne + Nagel and recruited 6 of those placements into full time roles. This year we are participating in a 12 month Defence Career Partnership programme and have already confirmed a placement with a serving Colonel, commencing in February 2014.

- 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.