



Corporate Covenant

The Armed Forces Corporate Covenant

Spencer Rail

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: *Spencer Rail*

Signed:

Name: *Raj Sinha*

Position Held: *Managing Director*

Date: 23rd October 2013



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 We Spencer Rail 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 Spencer Rail 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:

- *Publicise our Corporate Covenant commitments through the C Spencer website and company newsletters as appropriate.*
- *Display the Corporate Covenant logo as much as possible on all printed and electronic documents.*
- *Honour Armed Forces Day as a business and support where possible.*

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

We will:

- *Work with the Career Transition Partnership (CTP) to find and potentially employ highly motivated and experienced veterans, who are leaving the Armed Forces. This will also include providing advice and guidance on qualifications and competencies required to work in the construction/Rail industry thus adding focus to resettlement training.*
- *Recognise military skills and qualifications when interviewing for new positions.*
- *Provide attendance at careers fairs and briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities for employment in our business.*

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

We will:

- *Seek to support the employment of Services spouses through our own organisation, strategic partnerships and other organisations, where appropriate.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

We will:

- *Positively assess leave requests around the time of a spouses overseas deployment in order to assist with family time.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

We will:

- *Understand the needs of members of the Reserve Forces and ensure that they are not discriminated in the workplace for their dual commitment.*
- *Encourage employees of Spencer Rail to join the Reserve Forces and recognise the benefit of the training that they receive which develops their decision making, communication, leadership and team building skills.*
- *Encourage any reservists within C Spencer Limited to participate in Uniform to Work Day.*
- *Support the mobilisation of employees who are reservists, where appropriate.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

We will:

- *Encourage our employees to be Cadet helpers or instructors.*
- *Seek to sponsor local Cadet units.*
- *aiming to actively participate in Armed Forces Day;*

We will:

- *Support the events in our local communities.*
- *Encourage employees to display remembrance poppies, where appropriate and practical.*