



## Corporate Covenant

# The Armed Forces Corporate Covenant

## CATERPILLAR SHREWSBURY LIMITED

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 CATERPILLAR SHREWSBURY LIMITED

Signed:

Name: LUCY FRANCIS

Position Held: HR MANAGER

Date: 01<sup>st</sup> JULY 2014

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**CAT**® Reman  
Services



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 We Caterpillar Shrewsbury Limited will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant

## **Section 2: Demonstrating our Commitment**

At Caterpillar, we expect our employees to adhere to the high ethical standards consistent with *Our Values in Action: Caterpillar's Worldwide Code of Conduct* ("Values in Action"). Our Values in Action establishes a globally applicable standard of recognizing the differences and celebrating the diversity of our global workforce, through a commitment to five common values of Integrity, Commitment, Excellence, Teamwork and Sustainability. We conduct business worldwide with the following consistent global standards:

1. we treat others with respect and do not tolerate intimidation or harassment;
2. we treat people fairly and prohibit discrimination;
3. we foster an inclusive environment.

Caterpillar's Values in Action apply to the daily activities of employees of Caterpillar Inc., its subsidiaries, and affiliates worldwide, and we look for suppliers and business allies who demonstrate strong values and ethical principles.

The prohibition of discrimination referred to above covers all groups, including former members of HM Armed Forces. Furthermore, Caterpillar adheres to the principles of the Equality Act 2010 in the way it employs people in the UK, including the provisions of the Disability Discrimination legislation.

We require advanced agreement for the use of our brand, be that the Caterpillar name or logo. Requests to use the Caterpillar brand should be made at least 30 days prior to the intended use via [www.caterpillar.com/logo](http://www.caterpillar.com/logo).

Within this context Caterpillar are happy to support the principles of the armed forces covenant.