The Armed Forces Corporate Covenant

AECOM

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.

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<tr>
<th>Signed on behalf of AECOM</th>
<th>Signed on behalf of Ministry of Defence</th>
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<tr>
<td>Name: Steve Morriss</td>
<td>Name: General John Cracket</td>
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<td>Position Held: Chief Executive, EMEA</td>
<td>Position Held: Assistant Chief of the Defence Staff</td>
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<td>Date: 25/2/15</td>
<td>Date: 25 February 2015</td>
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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 AECOM 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
demonstrates the value of their contribution. This has no greater expression than in
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- in some circumstances special treatment may be appropriate especially for the injured or
  bereaved.

Section 2: Demonstrating our Commitment

2.1 AECOM 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:

We shall promote that we are a forces friendly organisation;

- through press announcements, marketing material and company documentation of our
  association and support;
- support career transition organisations and proactively encourage the recruitment of recruit
  ex-service personnel and Reservists;
- supporting and raising funds for defence related charities;
- working with our extensive supply chain to encourage others to support our commitments;

We shall support those leaving the forces by:

- facilitating regular learning & development forums, career and open day’s for ‘in transition’
  and ex-service personnel;
- advertising vacancies through the Career Transition Partnership

We shall support employees who are Reservists by;

- by accommodating their training and deployment through providing up to an additional 15
days paid leave;
Working with Armed Forces Cadets to:

- develop a programme that funds, mentors and offers work experience placements to young Armed Forces Cadets to make science, technology, engineering and maths career options;

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.