



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Network 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 Network Rail

Signed:

Name: Mark Carne

Position Held: Chief Executive Officer



Ministry
of Defence

1.1 We “Network 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 “Network 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 through internal communications channels, and whilst recruiting employees and hiring contractors;*
 - *recognising the valuable skills and experience that Service Leavers and Veterans can offer our business through our various strategic relationships.*
 - *seeking to support our employees and contractors who choose to be members of the Reserve forces including by accommodating their training and deployment where possible;*
 - *endeavouring to offer a degree of flexibility in granting leave for service Spouses and partners before and after a minimum 6 month deployment.*
 - *engaging with our Reservist workforce and their units, to provide maximum support before and during mobilisation, with an endeavour to agree specific promotion of the Reserve Forces during large scale employment opportunities*
 - *working closely with the Reserve Forces training teams, to accredit Reservist training relevant to civilian roles at “Network Rail”*
 - *actively participating in relevant events e.g. Armed Forces Day*
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- *continuing to support the employment of all veterans*
- *offering support to our local cadet units, by providing information about volunteering opportunities to our staff and contractors*

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.