



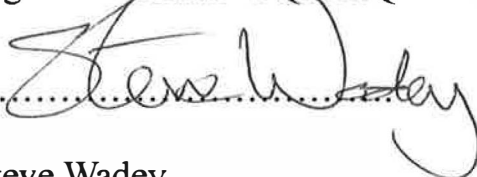
**ARMED FORCES
COVENANT**

The Armed Forces Covenant

QinetiQ Group plc

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 QinetiQ Group plc



Steve Wadey
Chief Executive Officer

Date: 14/7/16

Signed on behalf of Ministry of Defence



Philip Dunne MP
Minister of State for Defence Procurement

Date: 14-07-16

QinetiQ



**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 Covenant

1.1 We, QinetiQ Group plc, 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 QinetiQ Group plc 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 by:** promoting commitments through recruitment campaigns; providing improved internal networking opportunities for our Armed Forces community; committing to host Reserve recruiting teams at appropriate sites and venues; promoting membership of Reserve Service within graduate and general recruitment activity.
 - **Seeking to support the employment of veterans young and old by;** advertising company vacancies through the Career Transition Partnership and the Recovery Career Service; taking part in Career fairs for those leaving the Armed Forces; valuing and recognising military skills and qualifications when interviewing for positions.
 - **Striving to support the employment of Servicemen and women, ex Servicemen and women and their spouses and partners by;** advertising vacancies in local Stations, Garrisons and Establishments in the vicinity of our sites.
 - **Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment by;** providing line managers with the training and authority to grant special paid leave for those employees whose partners/spouse are deploying, deployed, returning.
 - **Seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible by;** identifying and recording employees who are Reserve Force members; offering enhanced special paid leave; requiring line managers to regularly discuss and review Reserve commitment and forward plans with employees; and maintaining a relationship with Regional Employer Engagement team; implementing flexible methods to ensure our Reserve commitment is met.
 - **Offering to support to our local cadet units, either in our local community or in local schools, where possible;** including offering use of facilities and visits to relevant sites and establishing a relationship with our regional Reserve Forces and Cadets Association to establish local needs and Encouraging our employees to be cadet helpers/instructors.
 - **Aiming to actively participate in Armed Forces Day/Reserve Day by;** continuing to mark the day through: encouraging Reservists to wear uniform to work and for Veterans to wear their badges and/or Service ties; to fly the Armed Forces Day flag across our sites and to target the day for military charity fundraising activities seeking appropriate media coverage.
- 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.