



## Travis Perkins 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 Travis Perkins plc:

Signed:

Name: John Carter

Position: Chief Executive Officer

Date: 10<sup>th</sup> March 2017

Signed on Behalf of Ministry of Defence:

Signed:

Name: Mark Lancaster TD MP

Position: Minister for Defence Veterans, Reserves and Personnel

Date: 10<sup>th</sup> March 2017

**Travis Perkins** plc



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 Travis Perkins 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 Travis Perkins 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 (not limited to):*
  - *encouraging partner organisations & suppliers to sign the Armed Forces Covenant;*
  - *publishing our Armed Forces Covenant in our branches, stores & offices;*
  - *celebrating the success of ex-forces and reservist colleagues both internally and externally,*
  - *actively participating in Armed forces day, Reserves day and Remembrance Sunday;*
  - *establishing a permanent place of reflection/remembrance at our head office;*
- *seeking to support the employment of veterans, young and old by (not limited to):*
  - *working with the Career Transition Partnership (CTP) to host company open days for service leavers and veterans to offer CV writing & interview skills advice;*
  - *offering work experience opportunities and work placements in our range of centre and branches;*
  - *supporting to our ex-military employees through training and by building an internal network.*
- *supporting the Royal School of Military Engineering (RSME) by offering essential working experience opportunities in construction for Sappers to gain their NVQ qualification.*
- *seeking to support our employees who choose to be members of the Reserve forces by;*
  - *endeavouring to accommodate their annual training commitments by providing an additional 10 days paid leave for a selected number of Reservists each year;*
  - *supporting our reservist employees who are mobilised.*
- *supporting our employees who are Service spouses by endeavouring to offer a degree of flexibility in granting leave before, during and after a partner's deployment.*
- *seeking to support to our local cadet units, either in our local community or in local schools by inviting them to our branch and store opening events and other youth engagement opportunities.*
- *offering product discounts from some of our businesses to military personnel via the Defence Discount Service.*
- *supporting military charities including selling poppies in our Head Office for RBL.*

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.