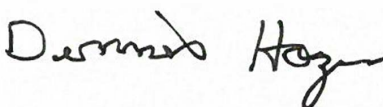




Compass Group UK & Ireland

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:
Compass Group UK & Ireland

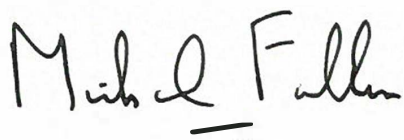
Signed: 

Name: Dennis Hogan

Position: Managing Director,
UK and Ireland

Date: 4th July 2016

Signed on behalf of:
The Ministry of Defence

Signed: 

Name: The Rt Hon Michael Fallon MP

Position: Secretary of State for Defence

Date: 4th July 2016

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 Compass Group 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 Compass Group 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;*
- *seeking to support the employment of veterans young and old as well as the Wounded, Injured and Sick (WIS) by working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers into Compass Group Business Units;*
- *seeking to provide service leavers with offshore work placement experience with the intention of assisting them in gaining future employment within Compass Group at the end of their work placement, or when a vacancy becomes available;*
- *striving to support our employees who choose to be members of the Reserve forces by empowering line managers to provide an additional 10 days paid leave; to support their training and deployment;*
- *support the Officer Reservist recruitment campaign by engaging with the Recruiting Group and RMA Sandhurst;*
- *deliver Armed Forces Employability Pathways (AFEP) for Compass Group;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after 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;*
- *continue to support and engage with Service spouses, partners and families by offering flexible employment and career opportunities;*
- *continue to support and work closely with the Regulars (Core Catering Manpower) and Reserve Forces (167 Reserve Catering Regiment) training teams, to enhance their culinary skills and personal development to accredit training relevant to civilian roles at “Compass Group”;*
- *actively participating in relevant events e.g. Armed Forces Day;*
- *continue to engage with military speakers for inspirational leadership within Compass Group;*
- *offering support to our local cadet units, by providing information about the volunteering opportunities within the organisation to our staff and contractors;*
- *maintain our working relationships and fund raising initiatives with major forces charities; SSAFA, Combat Stress;*
- *seeking to become a key sponsor of the Endeavour Fund i.e Invictus Games;*

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.