



The Armed Forces Corporate Covenant

RAC Motoring Services

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.

Name: Rachel Blay _____

Position Held: HR Director _____

Date: 25 October 2013 _____

RAC



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 RAC Motoring Services 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 RAC Motoring Services 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 our CSR annual report., internal and external websites and we will publicise our support in RAC membership publications*
- *seeking to support the employment of veterans young and old; RAC have built a strong working relation with the Career Transition Partnership and in turn the MOD redeployment scheme to advertise RAC vacancies to raise awareness of employment opportunities at the RAC*
- *Increasing the technical skills of veterans to support them with employment: the RAC has identified a skills gap between ex-service candidates and the skills needed for RAC Patrols. To support veterans increase their technical skills the RAC has designed a new Career Transition Resettlement Course that focuses on building technical skills associated with new vehicle technology. This will build on existing automobile knowledge and help address the current skills gap. This course will be run by the RAC technical training team and the planned launch date is early 2014.. Following successful completion of this training, delegates will be invited to attend an assessment/interview. Individuals who pass the assessments/interview will be considered for vacant roles when they become available*
- *seeking to support our employees who choose to be members of the Reserve forces, The RAC recognise this commitment may require time off for specific duties, we accommodate extra leave in addition to paid holiday through our HR policies*
- *aiming to actively participate in Armed Forces Day;*
- *Supporting our Forces community through charitable initiatives; the RAC actively support Help for Heroes (an RAC endorsed charity) through regular colleague fun raising activities. In addition to this the RAC support Help for Heroes charitable organisation providing them with free breakdown cover for their fleet of vehicles*

- *offering a discount to members of the Armed Forces Community; the RAC are working with Help for Heroes to offer their supporters preferential rates for RAC breakdown products and services*
- *The RAC are committed to identify and supporting initiatives across all business areas so we can build a cohesive plan in support of our armed forces corporate covenant*

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.