



## Costain 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.

### Costain Group PLC

Signed:

A handwritten signature in black ink, appearing to be "M. Little".

Name:

Position: Group Strategy & Risk Director

Date: 11 Jan 2018



### The Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to be "G. Little".

Name: Commodore Graeme Little OBE

Position: Assistant Chief of Staff Engineering Support

Date: 11 Jan 2018



# 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 Costain 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 Costain 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 publicising our Armed Forces Covenant on the Costain intranet and website.*
- *Seeking to support the employment of veterans young and old as well as the Wounded, Injured and Sick (WIS).*
- *Striving to support the employment of Service Spouses and partners.*
- *Recognising the valuable skills and experience that Service Leavers and Veterans can bring to our business through our integrated resourcing solutions with the Career Transition Partnership, REME Job Association Agency and the Officers' Association and fully participate in Careers Fairs to highlight the opportunities available across the business.*
- *Actively participating in relevant events e.g. Armed Forces Day, Uniform to Work Day.*
- *Seeking to support our employees who choose to be members of the Reserve Forces by accommodating their training and development wherever possible. Costain pledges its support for members of, or those wishing to join, the Reserve Forces and acknowledges that the training undertaken by Reservists enables them to develop skills and abilities that are of benefit to the individual and Costain. To support this commitment, Costain Reservists will be granted two weeks' paid leave to enable them to attend their annual training.*

- *Costain is confident that this initiative to support the Armed Forces complements its existing 2025 Engineering a Sustainable Tomorrow Strategy which comprises four positive outcomes, of which two are particularly appropriate:*

- *Costain is a safe and great place to work*
- *Supporting our local communities and leaving a positive, lasting legacy.*