



National Express

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.

National Express

Signed:

Position: Group Chief Executive

Date: 13 March 2018

**national
express**

The Ministry of Defence

Signed:

Position: Minister for Defence People and Veterans

Date: 13 March 2018



**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 National Express 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 National Express 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;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
- *offering guaranteed interviews to service leavers for all roles in Coach and Bus (for driver roles, this is subject to a valid PCV licence and living within an hour of the recruiting depot)*
- *striving to support the employment of Service spouses and partners by extending guaranteed interviews to these individuals (subject to meeting minimum criteria);*
- *Seeking to support our employees who choose to be members of the Reserve forces by offering ten additional days leave to help them fulfil their training duties;*
- *offering discounts on Coach travel to members of the Armed Forces Community through the Defence Discount Scheme:*
 - *60% discount to Serving Armed Forces & Reserve Forces (including when travelling as a group with individual as booking lead);*

- *30% discount to Spouses/Partners of serving personnel, HM Armed Forces Veterans (ex-serving), MoD Civil Servants, Bereaved Family Members, War/Service Widow(er)s, Cadet Forces (over 16), NATO Personnel in the UK;*
- *offering discounts on Bus travel with National Express West Midlands through the Defence Discount Scheme:*
 - *20% discount to Serving Armed Forces & Reserve Forces;*
 - *10% discount to Spouses/Partners of serving personnel, HM Armed Forces Veterans (ex-serving), MoD Civil Servants, Bereaved Family Members, War/Service Widow(er)s, Cadet Forces (over 16), NATO Personnel in the UK;*
 - *providing free bus travel to families visiting soldiers at the Military Hospital at QE in Birmingham;*
 - *providing free bus travel to Armed Forces and veterans on Remembrance Sunday;*
- *aiming to actively participate in Armed Forces Day;*

2.2 We will publicise these commitments through our literature and website, setting out how we will seek to honour them.