



Tyco Electronics UK Ltd ("TE Connectivity")

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:

Tyco Electronics UK Ltd

Signed:

A handwritten signature in blue ink, appearing to be "S. Lopez".

Position:

DIRECTOR

Date:

4/10/2017



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 at **TE Connectivity** 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 **TE Connectivity** 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 displaying the Bronze Award ERS Banners and Logos, supporting Armed Forces Day and Reservists Day, and supporting those who are employed by TE who are part of the forces family.*
- *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; we will work with the CTP and other forces recruitment agencies including CTP Assist for the Wounded, Injured or Sick. to promote suitable vacancies.*
- *striving to support the employment of Service spouses and partners.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; we provide additional paid annual leave to reservists and cadet adult instructors each year and wherever possible, we allow flexibility in when that time is taken off in order that they may meet their training and deployment commitments.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

Our cadet adult instructor employees benefit from the same level of support as our reservist employees in order to help them meet their training commitments.

- *aiming to actively participate in Armed Forces Day;*

Armed Forces day will be communicated to all employees via internal communications and those who are part of the armed forces community will be encouraged to wear uniform to work if their job role allows this,

- *offering a discount to members of the Armed Forces Community;*

Although TE Connectivity products are not sold to employees or the public, we do subscribe to a 'discounts' web service that gives all employees, including those members of the forces family, access to discounted goods and services from other companies.

2.2 TE Connectivity has set up and supports a global 'Employee Resource Group (ERG)' for veterans and reservists to share information and promote activities. Our commitment to the Covenant will be promoted and shared through that global ERG, as well as through our local employee newsletters and intranet sites.