



## Tesla Motors Limited

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.

### Tesla Motors Limited

Signed:

Name: Johan Vos

Position: Senior Director EMEA Service

Date: 5<sup>th</sup> June 2018

### Military Representative

Signed:

Name: Colonel Ian Adkins VR

Unit: 11 Infantry Brigade and HQ SE

Date: 5<sup>th</sup> June 2018

**T E S L A**



# 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 Tesla Motors Limited, 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 Tesla Motors Limited recognises the value of serving personnel, reservists, veterans and military families. 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 recruitment events and process literature and verbalising as part of our briefings
- 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. Delivering hosted CTP insight days for Service Leavers to provide knowledge on our Company and to highlight the opportunities available
- striving to support the employment of Service spouses and partners; by closely working with our Veterans through networking opportunities and ensuring internal support and recruitment referral processes to support this commitment
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; proactively reviewing requests and supporting as requested where feasible
- aiming to actively participate in Armed Forces Day

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces community and our customers to assess how we are doing.