



MBDA UK

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:
MBDA UK

Signed:

[Faint signature]

Position: **Managing Director MBDA UK**

MBDA
MISSILE SYSTEMS

Signed on behalf of:
Ministry of Defence

Signed:

Name: **The Right Honourable
Gavin Williamson CBE MP**

Position: **Secretary of State for Defence**



Ministry of Defence

Date: **2nd July 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 MBDA UK 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 MBDA UK 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;*
 - *promoting the benefits of employing veterans on a national and regional basis*
 - *Displaying our Armed Forces Covenant Pledge in our Head Office*
 - *to formally recognise, support and promote through internal communications Remembrance Day, Armed Forces Day and Reserves Day;*
- *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;*
 - *Ensuring that our employment opportunities are advertised with CTP*
 - *Value and recognise military skills and qualifications when interviewing service leavers*
 - *Ensure that service personnel who meet our selection criteria are offered an interview*
 - *Our internal armed forces network provides support for veterans and service leavers*
- *Supporting our employees who choose to be members of the Reserves Forces, including accommodating their training and deployment where possible*
 - *committing to Reservist Recruitment days at all major UK Sites with tri-service representation;*
 - *by enabling employees who are Reservists to maintain training commitments by granting up to two weeks paid leave per year as defined in the UK Special leave policy;*
 - *to provide appropriate provisions to enable employees who are Reservists to support their respective Service without prejudice to their employment with the company;*
 - *endeavouring to offer a degree of flexibility and support to Reservists for longer term absence required for Reservist career progression*

- *maintaining continuity of service for employees who are Reservists for any period of call out/mobilisation*
- *establishment of an Armed Forces Community to bring together all reserves, veterans, cadet force volunteers within the company;*
- *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*
- *Supporting our employees who choose to be members of the Cadet Forces by granting up to two weeks paid leave per year as defined in the UK Special leave policy;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *supporting Armed Forces charities by;*
 - *encouraging our employees to volunteer with the Big Brew Up*
 - *facilitating and encouraging our employees to assist with Poppy Day collections, storing and counting funds raised*
 - *continuing to hold our annual fundraising dinner*

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.