



Airbus

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.

Airbus

Signed:

Position: General Manager & Human Resources Director Airbus Group UK
Date: 19TH July 2018

The Ministry of Defence

Signed:

Name: The Rt Hon Tobias Ellwood MP
Position: Minister for Defence People & Veterans

Date: 19th July 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 Airbus 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 Airbus 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:

2.1.1 Promoting the fact that we are an armed forces friendly organisation;

2.1.2 In January 2016 Airbus created a cross divisional governance working group to develop an implementation plan which would enable Airbus to honour its Armed Forces commitment.

2.1.3 Airbus sponsor Armed Forces events across the UK, including the Armed Forces in wales Annual event and sponsorship of RBL Festival of Remembrance in Wales.

2.1.4 Airbus run work experience placement programmes at the Filton site.

2.1.5 Airbus have forged strong links with CTP specifically with regard to wounded injured and sick veterans.

2.1.6 Airbus has established a relationship with a social enterprise company called "Recruit for Spouses", they are actively promoting a coaching scheme aimed at service spouses who are looking to get back to work. Airbus are

involved in a pilot scheme with Guidant to directly recruit service spouses. Airbus have a Webinar programme to offer insights to Airbus

2.1.7 Airbus grant ten days paid leave and an additional five days unpaid leave to all Reservists. They have Reservist/Veteran ambassadors at each major UK site. Airbus regularly publicise PR material including case studies on Reservists

2.1.8 In July 2018 Airbus will be sponsoring a Reserves Reception at Farnborough Airshow for up to 120 Reservists.

2.1.9 Airbus continue to support Cadet Forces and host events at Farnborough International Airshow for over 50 cadets. Airbus employ Adult Cadet Force Volunteers who benefit from the same leave entitlement as Reservists.

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.