



Balfour Beatty

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.

Balfour Beatty

Signed:

Position: Chief Executive Officer

Date: 27 June 2018

The Ministry of Defence

Signed:

Name: Commodore David Elford OBE ADC

BSc MSc MA CEng FRAeS MIET

Position: Naval Regional Commander Eastern England

Date: 27 June 2018

Balfour Beatty



**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, Balfour Beatty 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 Balfour Beatty 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 publicising our Corporate Covenant on the Balfour Beatty intranet and website. We will include our covenant commitment within all defence tender submissions. It will be displayed on all defence projects and others where appropriate.
- Creating and maintaining a UK Armed Forces Forum;
- by including Executive Committee-level sponsorship, with representatives from across the business providing a focus on all aspects of Armed Forces activities and including veterans and reservists.
- Creating and maintaining an Armed Forces Community across BBUK; ensuring that veterans, reservists, spouses and partners and all those with a connection to the Armed Forces have the opportunity to participate in activities and contribute to our Covenant.
- Identify and support Armed Forces Regional Champions and Mentors;
- by offering these opportunities to member of our Armed Forces Community and thus supporting both local RFCA activities and advising and guiding Armed Forces Leavers and new starters to Balfour Beatty.

- 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;
- by continuing to engage with the Careers Transition Partnership (CTP), BuildForce, Officers' Association (OA), White Ensign Association (WEA) and other key partners as required. We will set internal recruitment priorities and measure and monitor success.
- Participate in careers events on an annual and planned basis;
- by attending both external events and hosting Company-specific Insight days and workshops.
- Supporting work experience for Leavers and Veterans;
- by creating a work placement programme during the resettlement phase and engaging with the Professional Placement programme. We will also create a paid internship for Leavers and Veterans who wish to transition into the construction industry.
- striving to support the employment of Service spouses and partners;
- by engaging with Armed Forces family charities and publicising project vacancies locally within the military base or Garrison.
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- by incorporating this into our Special Leave policies and procedures.
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;
- by including 10 days' leave for training in our Special Leave policy and supporting those who require flexibility for attending weekend training and those going on deployment. We will engage with local Reserve units and maintain a partnership with 170 Engineer (Infrastructure Group).
- offering support to cadet units, either in our local community or in local schools, where possible;
- by including Adult Cadet Force Volunteers in our Special Leave policy and engaging with local cadet units for training and careers activity and including cadet unit engagement within our community engagement activity.

- Providing access to local Armed Forces engagement events;
- by publicising and facilitating attendance at events such as the Sandhurst Leadership Challenge, Exercise Martello Stretch and Exercise Reserve Challenge.
- aiming to actively participate in Armed Forces Day;
- by promoting and increasing awareness of Armed Forces' Day and Reserves' Day through internal communication. We will fly the Armed Forces flag on all defence projects and actively encourage charity events to raise funds for the armed forces.
- Supporting Armed Forces charities:
- by encouraging support for Armed Forces charities at corporate and local levels. We will ensure that we focus on those charities registered with Cobseo and whose priorities align with the commitments made under this Covenant and Balfour Beatty's charity policy. We will record and report on all such support on an annual basis.
- Supporting Veteran-owned businesses:
- by encouraging the use of veteran-owned businesses in our supply chain, awareness of the Business Directory for Veteran-owned businesses and supporting the work of X-Forces in helping Armed Forces Leavers set up their own business.
- Advocating signing up to the Armed Forces Covenant:
- by encouraging our supply chain to make their own commitments under the Armed Forces Covenant and collaborating with our clients and Joint Venture partners to undertake joint activities in support of the Armed Forces community.
- Additional commitments:
- Balfour Beatty is liaising with the 'Royal School of Military Engineering' to provide construction experience to military construction students. This relationship will be developed and formalised and will cover professional placements, NVQ placements and pre-deployment training.

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.