



Veolia

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.

Veolia

Signed:

Position: Executive Vice-President – UK & Ireland

Date: 21st November 2018



The Ministry of Defence

Signed:

Name: Rear Admiral John Weale OBE

Position:

Flag Officer Scotland & Northern Ireland & Assistant Chief of Naval Staff (Submarines) and Rear Admiral Submarines

Date: 21st November 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. We, Veolia, 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 We recognise 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:

Armed Forces Community

- *Promoting that we are an Armed Forces-friendly organisation.*
- *Aiming to actively participate in Armed Forces Day.*
- *Offering a discount to members of the Armed Forces Community across our range of green products e.g. Pro-Grow.*
- *Promoting our commitments within our apprentice and graduate programmes.*
- *Providing opportunities, where appropriate, for military personnel (mainly Royal Engineers) to enhance their technical skills required for their military role, by, working alongside Veolia personnel.*
- *Participating actively in the Royal Logistic Corps (RLC) Foundation, exchanging business expertise into the military environment and seeking to maximise the potential of Service Personnel, while serving and on leaving the forces.*
- *Continuing to sponsor a range of service sports, which we believe enhances morale, well-being, team ethos, courage and determination.*

Veterans

- *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.*
- *Committing to a guaranteed job interview for any service leaver or veteran who meets the minimum criteria of an advertised post.*
- *Offering work placement opportunities ahead of leaving the services, providing an introduction to the civilian work environment and with a view to assisting them gain future employment within Veolia.*

Reservists

- *Seeking to support our employees who choose to be members of the reserve forces, including by offering an additional ten days of leave to attend annual training camps.*
- *Engaging with our reservist workforce and their units, to provide maximum support before, during and after mobilisation, including by treating the period whilst on mobilisation as*

unpaid special leave with continuity of employment and related benefits preserved throughout the period of service.

Joining the forces

- *Recognising that a Veolia employee may decide to join the regular Armed Forces, but may face uncertainty should they be unsuccessful. Veolia will allow them to take an unpaid leave of absence during their basic training. This will allow the employee an option and security to return to their previous role in Veolia, if they determine that joining up is not right for them or should they not be successful in completing their basic training. Unpaid leave would last no more than 16 weeks and must be agreed before training takes place.*

Spouses and partners (or military families)

- *Striving to support the employment of service spouses and partners; recognising and accepting their potential need for mobility and advertising vacancies in appropriate forces families media.*
- *Endeavouring to support leave requests for service spouses and partners before, during and after a partner's deployment (set out in Veolia's special leave policy).*
- *Offering employees with a spouse, son, daughter or parent on active duty or a call to active duty in the regular or reserve forces, for additional 'reasonable' time to deal with urgent and deployment related matters that may arise (as set out in Veolia's special leave policy).*

Cadets

- *Offering support to our local cadet units, either in our local community or in local schools, including by providing information about the volunteering opportunities within the organisation to our staff and contractors.*
- *Hosting insight days for older cadets looking for either an apprenticeship, degree or further education option.*

Wounded, injured and sick (WIS)

- *Striving to support the wounded, injured and sick, including by seeking to work with charities to offer work placements to support 'back to work' initiatives.*

2.2 We will demonstrate our advocacy of the Armed Forces by:

- *Partnering with a veterans' mental health charity, Combat Stress; raising awareness of service-related mental health conditions, and fundraising to support the charity's treatment of former service men and women.*
- *Going for gold in the Employer Recognition Scheme (ERS) and maintaining that level of best practice on achieving the award.*
- *Being willing to participate in and be members of relevant military or industry bodies, such as the Defence Personnel Strategic Advisory Group (DPSAG).*

2.3 We will publicise these commitments via our internal communications channels, including our BMS drive, Google+ business communities, intranet news feed, employee blog and internal newsletters. We'll also provide regular updates on progress, sharing lessons learned with our customers and suppliers.