



Tata Steel 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:

Tata Steel UK

Signed: 

Name: Peter Lennon

Position: HR Director Tata Steel UK

Date: 31/1/2019

TATA STEEL

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 Tata Steel 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 Tata Steel 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*
 - i. *Publicise your Armed Forces Covenant commitments through our website*
 - ii. *Support the creation of Armed Forces Community Groups and networks within the organisation.*
 - iii. *Celebrate Armed Forces Day as a business.*
- *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;*
 - iv. *Work with the Career Transition Partnership (www.ctp.org.uk), a high quality, no cost recruitment service for organisations seeking highly motivated and experienced veterans, who are leaving the Armed Forces.*
 - v. *Support the employment, where appropriate, of wounded, injured or sick veterans, perhaps by working with the Career Transition Partnership (CTP Assist).*
 - vi. *Recognise military skills and qualifications when interviewing for new positions.*
 - vii. *Attend briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities for employment in your business.*
- *striving to support the employment of Service spouses and partners;*
 - viii. *attempt to find alternative employment within the business in another location, if they need to move to accompany their partner.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

- ix. we will look sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family.*
- x. Consider whether special paid leave is appropriate for employees who are bereaved.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
 - xi. Accommodate reservists' training commitments wherever possible by offering additional even paid leave in line with company policy.*
 - xii. Accommodate mobilisation of reservists if they are required to deploy.*
 - xiii. Encourage any reservists in our business to participate in Reserves Day.*
 - xiv. Work with Defence Relationship Management and/or the regional Employer Engagement Director to find out more about how employing a reservist can be mutually beneficial.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *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 Service community and our customers on how we are doing.