



## KBR

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.

**KBR**

Signed:

Position: Senior Vice President GS EMEA

Date: 21<sup>st</sup> March 2019

**The Ministry of Defence**

Signed:

Name: Major-General Ranald Munro, CBE, TD, VR

Position: Assistant Chief of Defence Staff (Reserves and Cadets)

Date: 21<sup>st</sup> March 2019

**KBR**



**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 KBR 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 KBR 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:

### **Armed Forces Community**

- *promoting the fact that we are an armed forces-friendly organisation;*
- *aiming to actively participate in Armed Forces Day*
- *striving to support the employment of Service spouses and partners;*
- *Forming relationships with Armed Forces Commands and Units where projects are delivering services in order to promote the Covenant, its values and our pledges*
- *publicising our Armed Forces Covenant on the intranet and website. We will include our AFC commitment within all Defence tender submissions. It will be displayed on all Defence projects and others where appropriate;*
- *maintaining an Armed Forces Community; 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 Champions and Mentors;*
- *Aiming to actively participate in the Defence Placements Programme*

### **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;*
- *Supporting charities involved in the recruitment of veterans including the three main Service Charities and the Officer's Association by advertising roles with the Charities, offering support and providing mentors where needed;*

### **Reservists**

- *Seeking to support our employees who choose to be a members of the Reserve Forces, including by offering an additional ten days leave to attend annual training camps including by accommodating their training and deployment where possible;*
- *Engaging with the Reservist Workforce and their units to provide maximum support before, during and after mobilisation, including treating the period whilst on mobilisation as unpaid leave with continuity of employment throughout the period of service*

### **Spouses and Partners (of Military Families)**

- *Striving to support the employment of Service spouses and partners, recognising and accepting their potential need for mobility and engaging with charities specifically involved in the support 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;*

### **Cadets**

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *Seeking to support our employees who choose to be an instructor with the Cadet Forces, including by offering an additional five days leave to attend annual training camps*

### **Armed Forces Charities**

- *striving to support military charities in particular Combat Stress and Little Troopers*

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

- *Going for Gold in the Employer Recognition Scheme (ERS) and maintaining that level of best practice on achieving that award*

2.3 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.