



Jacobs UK Limited

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.

Jacobs UK Limited

Signed:

A handwritten signature in black ink, appearing to be "D. H. Mason".

Position: Senior Vice Presidents

Date: 30 April 2019

The Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to be "Mark Lancaster".

Name: The Rt Hon Mark Lancaster TD MP

Position: Minister for the Armed Forces

Date: 30 April 2019

JACOBS®



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 Jacobs Engineering Group 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 Jacobs Engineering Group 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;*
- *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;*
- *striving to promote and provide the employment of Service leavers, spouses and partners, particularly where we work in support of the MoD;*
- *supporting and encouraging employees who are active members of the Reserve Forces and Cadet Force Adult Volunteers (CFAVs) to continue their training and Reservist commitments by providing increased and improved paid leave and training opportunities as set out in our recently enhanced Reservists HR policy;*
- *offering flexibility in granting leave for spouses and partners before, during and after a partner's deployment;*
- *providing a dedicated Armed Forces lead within the company to promote the values of employing Reservists, Veterans and military spouses, as well as providing support to employees in these areas;*