



Mott MacDonald 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.

Mott MacDonald Limited

Signed:

Position: Managing Director

Date: 5th September 2019

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**MOTT
MACDONALD**

The Ministry of Defence

Signed:

Name: Major General Nick Cavanagh CB

Position: Director of Strategy and Planning for the Defence Infrastructure Organisation

Date: 5th September 2019



**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 Mott MacDonald 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 Mott MacDonald 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 Armed Forces Covenant on our internal intranet, Compass, and on the Mott MacDonald 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 an Armed Forces Steering Group to advise the executive board.*
 - *Offering secondments to military personnel for training towards chartership and other professional qualifications with the Corps of Royal Engineers – secondments both overseas and within the UK for professional engineers (PET) training and Clerk of Works training*
 - *Supporting SSAFA, the Armed Forces Charity, and other Armed Forces charities through various initiatives across the UK.*
 - *Supporting our staff through the Advancing Veterans Network to provide internal support for all who have affiliated links to the UK Armed Forces including formal and informal mentoring.*

- *Sponsoring Armed Forces activities for example the Royal Engineers Annual Engineering Awards.*
- *seeking to support the employment of veterans of all ages and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers within Mott MacDonald;*
- *Through the creation and maintenance of the Mott MacDonald PRIDE programme to provide a UK Armed Forces specific recruitment and training pipeline to give opportunities around the business, particularly focused on supporting the first few years after leaving the Service.*
- *Engage with CTP and other transition charities to help service leavers' resettlement.*
- *Hosting Mott MacDonald insight days across the UK to provide support to those leaving the services.*
- *Providing ex-service Mott MacDonald Staff to sit in on interviews and review CVs to help translate the skills of service leavers to the business*
- *striving to support the employment of Service spouses, partners and dependants;*
- *Through the Mott MacDonald PRIDE programme and by providing internal support in the Advancing Veterans Network.*
- *Hold open roles for spouses, partners and dependants for a set period of time to allow for a family move or allow a temporary leave of absence.*
- *Transfer staff who are spouses, partners or dependents of service personnel to other parts of Mott MacDonald to support family moves*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
 - *Additional flexible paid leave to allow for a Service spouses or partners deployment leave.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
 - *Additional 10 days paid leave to attend reservist annual training commitments.*

- *Ensure all positions are available post-deployment for all reservists mobilised.*
- *Support Mott MacDonald's engagement in Defence events by providing additional funding for reservists to attend and represent Mott MacDonald.*
- *Mott MacDonald will endeavour to encourage Reservists in its employment through the MM Forces Network to keep the Military HR system updated with employer and line manager information aiding accurate Unit Employer Notification*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - *Additional 10 days paid leave for Cadet Forces Adult Volunteers to attend annual training commitments.*
- *To work with Defence to highlight to Mott MacDonald employees they will be supported if they choose to join the Reserves*
- *Aiming to actively participate in Armed Forces Day, November Ceremonies and Reservist Days to actively show our commitment to the UK Armed Forces.*
- *Recognising the transferrable skills that UK Armed Forces personnel bring to Mott MacDonald and educating line managers about the benefits of hiring those with Armed Forces Affiliations.*
- *Advocating 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.*

2.2 We will publicise these commitments through our COMPASS page, Yammer Group and Internet Site, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing. This will be coordinated through the Steering Board.