



SUEZ Recycling and Recovery UK Ltd

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:

SUEZ Recycling and Recovery UK Ltd

Signed:

Leghorn

Position:

HR Director

Date:

1 July 2019



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, SUEZ recycling and recovery 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 additional support 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:

- *promoting the fact that we are an armed forces-friendly organisation by;*
 - *displaying our Armed Forces Covenant and Employer Recognition Scheme awards on our website and internal intranet*
 - *actively supporting Armed Forces Day and Reserves Day, as well as other military charities and events*
 - *promoting our employee armed forces veterans network*
- *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, by;*
 - *attending CTP employment fairs and publishing content on the CTP website*
 - *hosting insight days on our sites*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible by;*
 - *providing up to five days paid leave for annual training camps or events*

- *granting a leave of absence from the date of recall and reinstatement on their return*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - *inviting cadets to apply to our apprenticeship and graduates schemes, and where possible providing summer work experience opportunities and internships*
 - *supporting our employees who are adult cadet instructors by allowing them flexibility to complete annual training*

2.2 We will publicise these commitments through our website, and via our internal communications channels, including our employee magazine, newsletters and intranet.