



## Skanska

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.

### Skanska

Signed:

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Position: Managing Director

Date: 11/02/2020

**SKANSKA**

### The Ministry of Defence

Signed:

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Position: Assistant Chief of Defence Staff (R&C)

Date: 11/02/2020



**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

We, Skanska UK, will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are that:

- *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: Our Commitment

Skanska UK recognises the value Service Leavers, Reservists, Veterans and military families bring to our business and we commit to support them, through the Armed Forces Covenant by:

### Career Development

- *Showcasing our ex-forces employees' transferable skills and how they transitioned to civilian life both internally and externally to attract future ex-forces to the construction industry*
- *Continuing to develop our Ex-Military Network as a support tool and to engage the business on Service Leavers issues*
- *Providing formal and informal mentors for Service Leavers looking to move into the construction industry and for our own ex-forces employees*
- *Involving ex-forces employees in the preparation of job descriptions, CVs and interviews for roles where transferable military skills would be beneficial and using their knowledge to help recruitment and hiring managers make informed decisions*
- *Using Open Doors Week and other relevant channels, to recruit service leavers and showcase the opportunities our industry can offer them*
- *Working with the Career Transition Partnership and other specialised military recruitment organisations and Charities to recruit for hard-to-fill roles where military skills would be beneficial*
- *Partnering with Buildforce to provide mentoring and meaningful work experience that highlight the career paths from the military to construction*

### Promoting the Covenant

- *Promoting the Armed Forces Covenant to our partners, customers and supply chain to encourage their participation*
- *Reflecting the relevant components of our Armed Forces Covenant commitments within our defence bid submissions and others where appropriate*

## **Support for Families**

- *Supporting the employment of service spouses and partners by utilising the Armed Forces Family Jobsite*
- *Where possible, supporting role transfers for employees whose military partners or spouses are posted to a new location offering flexibility, where possible, in granting leave for Service spouses and partners before, during and after a partner's deployment*
- *Supporting our military families to combine their career and family responsibilities with our flexible working policy and to utilise our competitive benefits package which includes options to buy five additional days of annual leave*

## **Reservists**

- *Supporting employees who choose to be members of the Reserve Forces by accommodating their training and deployment by:*
  - *Providing an HR Reservist Policy that gives up to 15 days of paid leave of per year for employees attending training for the reserved forces*
  - *Ensuring reinstatement in role after returning from mobilisation*
  - *Celebrating and raising awareness of Reservist's Day and communicating we support our employees if they choose to join the Reserves*

We will publicise these commitments through our literature and communication channels, setting out how we will seek to honour them and invite