



## Dyer & Butler

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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:

**Dyer & Butler**

Signed:

A handwritten signature in black ink that reads "St. D. Broom".

Position: Director of Safety, Sustainability and Training

Date: 20<sup>th</sup> February 2020

# 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, Dyer & Butler, 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 Dyer & Butler 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 support the employment 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;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*

*Dyer & Butler will achieve these commitments through the following...*

- *Dyer & Butler will develop and implement a "people plan" which will be promoted and supported across our business by the Operational Directors and their teams to increase the awareness and opportunities relating to the employment of veterans and their families.*

- *Dyer & Butler will support the employment of veterans and their families through our participation in recruitment events and will actively seek out and use the services of recruitments agencies that specialise in providing career opportunities for veterans and their families. We will also use our existing human resources and recruitment links to assist.*
- *Dyer & Butler will commit to provide career pathways within the civil engineering industry through our existing training and development arrangements to any veterans or their families that are employed within our organisation. All of the training provided will be carried out to recognised national or industry standards.*
- *Dyer & Butler will provide flexible employment packages and arrangements for those who remain engaged in the armed forces as a reserve, or for any family member that may be affected by the deployment of a serving armed forces member.*
- *Dyer & Butler will continue to support local cadet groups and schools through our existing network of STEM Ambassadors and volunteers and will actively seek out opportunities where assistance and support can be provided. We will also seek to utilise the benefits of the apprenticeship schemes as a means of retraining for any veteran or their families that seek employment with us.*
- *Dyer & Butler will commit to supporting the Armed Forces Day across all of its operating Divisions.*

2.2 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.