



Aramark

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.

Aramark

Signed:

A handwritten signature in black ink, appearing to be "A. B. H.", written over a light grey rectangular background.

Position: Managing Director

Date: 12 February 2021



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 Aramark 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 Aramark 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 the Armed Forces Covenant on our communication channels
 - Including our covenant commitment within Defence tender submissions
 - Supporting major forces charities e.g. SSAFA with initiatives across the UK
- seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP),
 - engaging with CTP and other transition charities to help service leavers' resettlement
 - host Aramark insight days across the UK to provide support to those leaving the service
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training by offering up to an additional 10 days paid leave and deployment where possible.
- Seeking to support service spouses and partners by registering with the Forces Families job site
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners, before, during and after deployment
- engaging with our reservist workforce to provide maximum support before and during mobilisation

- offering support to our local cadet units, either in our local community or in local schools, where possible by;
 - providing up to 10 additional days paid leave for cadet forces adult volunteers to attend annual training commitments where possible
- aiming to actively participate in relevant events such as Armed Forces Day and Reserves day
- Continuing to support and work closely in our Aramark Defence business with the regulars (core catering manpower) to enhance their culinary skills and personal development
- recognising the transferrable skills that the UK armed forces personnel bring to Aramark and educating managers about the benefits of hiring those with Armed Force affiliations.