



AESSEAL plc

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:

AESSEAL plc

Signed: *C O'Keefe*

Position: Group Managing Director

Date: 25 Mar 21



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 **AESSEAL plc** 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 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** Promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public. Where appropriate, the Armed Forces Covenant logo will be displayed to show that members of the Armed Forces community are welcome within our business.
- **Veterans:** Seeking to support the employment of veterans young and old through participation with the Career Transition Partnership (CTP) to establish a tailored employment pathway for Service Leavers.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners by providing flexibility in granting holiday for Service spouses and partners before, during and after a partner's deployment. Our employment conditions will allow up to 5 days unpaid leave to be used for exceptional circumstances in relation to a partner's deployment.
- **Reserves:** Supporting our employees who choose to be members of the Reserve Forces, including accommodating their training needs and military deployment where possible. Where appropriate we will support short notice commitments where business needs allow.
- **Cadet Organisations:** Supporting our employees who are volunteer leaders in military cadet organisations by accommodating their training needs. In addition, we recognise the benefits of employing cadets/ ex-cadets within the workforce.
- **National Events.** We aim to actively celebrate our Armed Forces by supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day, Remembrance and similarly related National activities.
- **STEM.** We actively support the STEM education initiative, and where feasible we will support workplace attachments for in-service personnel, so to give an insight into our business, and facilitate transition options from Military Service into the engineering and manufacturing industry.

2.2 We will publicise these commitments through our literature and/or on our website and social media platforms. In addition, we will set out how we will seek to honour these commitments, inviting feedback from the Service community, our staff and our customers on how we are doing.

2.3. In collaboration with the Armed Forces we will review our principles of the Armed Forces Covenant on a yearly basis.