




Meggitt PLC

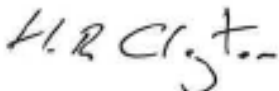
We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:
Meggitt PLC

Signed: 

Position: Group Director - Human Resources

Date: 19 December 2019

Signed: 

Position: Group Director - Engineering & Strategy

Date: 19 December 2019

MEGGITT

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 Meggitt 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 Meggitt PLC 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:

- agreeing to release Reservists for mobilisation in all but exceptional cases;
- guaranteeing a smooth re-integration back into the workplace after any period of mobilisation for Reservists;
- taking into account a Reservists' extra-Company activity (training, public service, volunteering etc) during performance reviews;
- acknowledging the essential skills that being part of the Armed Forces Community brings to the Company and wider society;
- endeavouring to offer a degree of flexibility for those Reservists who are required to attend training during their normal working hours;
- seeking to support our employees who choose to be members of the Reserve Forces by offering an additional ten days' annual leave for Reservists to attend annual camp;
- aiming to participate in Armed Forces Day and Reserves Day;
- recognising any qualifications or skills attained during a person's time with the Armed Forces when recruiting or interviewing for vacant positions; and
- continuing PHI and Company life cover when a Reservist is mobilised

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.