



AirTanker

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:

AirTanker

Signed:

A handwritten signature in black ink, appearing to be "D. Wilson", written over a white rectangular background.

Position: Director of People and Culture

Date: 4th May 2021



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 AirTanker 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

Section 2: Demonstrating our Commitment

2.1 AirTanker 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; AirTanker is proud to be part of the Voyager Force supporting worldwide military operations. Voyager Force is founded on the integration of our civilian, military, reservist and contractor staff working together as one team.
- Our team of Sponsored Reservists includes both pilots and engineers. Working as civilians one day and as military personnel the next, when on duty they wear a military uniform, come under RAF command and are subject to military law. As an integrated part of the RAF they can be mobilised in support of military operations around the globe.
- Striving to support the employment of Service spouses and partners; we are an equal opportunities employer and invite service spouses and partners to apply for vacancies at AirTanker.
- Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; We value the training and development the Reserve Forces participate in which contributes to the performance and growth of our business. We have a Volunteer Reservist Policy to support our Reservists and have agreed two weeks paid leave to attend their annual training course.
- Offering support to our local Cadet Units, either in our local community or in local schools, where possible; many of our staff hold active and leading roles within local Air Cadet Units. We

support them in these crucial roles and where possible, offer development opportunities to provide enhanced learning and experiences to our local community.

- Aiming to actively participate in Armed Forces Day; we actively support Armed Forces Day as it is an opportunity for us to show our support for the men and women who make up the Armed Forces community from currently serving troops to Service families, veterans and cadets.
- AirTanker actively supports the Armed Forces and we engage in a number of different activities each year.

2.2 We will publicise these commitments through our literature and our online support and communication, setting out how we will seek to honour them and inviting response from the Service and local community and our customers on how we are doing.