



## Corporate Covenant

# The Armed Forces Corporate Covenant

*RWE GBS UK Limited  
RWE Generation UK plc  
RWE Innogy UK Limited  
RWE Npower Group plc  
RWE Technology UK Limited*

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 the above RWE Companies

Signed:

Name: Paul Massara

Position held: Country Chair

Date: 24<sup>th</sup> August 2015

Signed on behalf of The Ministry of Defence

Signed:

Name: Julian Brazier MP

Position held: Minister for Reserves

Date: 24<sup>th</sup> August 2015

**RWE**  
The energy to lead



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 Corporate Covenant**

1.1 We 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. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting that we are an armed forces-friendly organisation internally and externally;*
- *seeking to support the employment of veterans, Service personnel, their spouses and partners through our inclusive resourcing practices, having an awareness of military skills and qualifications and operating in line with our Diversity and Inclusion principles;*
- *supporting our people who choose to be members of the Reserve forces through our Reserve Forces Policy by accommodating their training and deployment requirements where possible, and offering up to two weeks paid leave per year for training;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment through our existing Flexible Working and Discretionary & Other Leave Policies.*

2.2 We will promote the above commitments in line with existing policies and seek to develop and improve practices in line with the principles of this Corporate Covenant.