



Corporate Covenant

The Armed Forces Corporate Covenant

Raytheon UK

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 **Raytheon UK**

Signed:

Name: Stephen Doran, Managing Director,
Power and Control

Date: 27/11/14.

Signed on behalf of the **Ministry of Defence**

Signed:

Name: Rt Hon Julian Brazier TD MP, Minister
for Reserves

Date:

27/Nov/14

Raytheon UK



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

- We **Raytheon UK** recognise that no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen; and in some circumstances special treatment may be appropriate especially for the injured or bereaved.

Section 2: Demonstrating our Commitment

2.1 **Raytheon UK** is a technology and innovation leader specialising in defence, national security, and other government and commercial markets around the world. We design, develop and manufacture a range of high technology electronic systems and software.

We support a variety of initiatives aimed at supporting, recognising and honouring our troops who protect and serve our country and received 'National Recognition of our commitment to be a supportive employer of the Armed Forces Reserves' (Sabre, Nov 2013). Raytheon strives to create an inclusive culture that fully engages all employees, regardless of background. Selection for employment, promotion, training or any other benefit will be on the basis of individual aptitude and ability and subject to business need.

We will aim to support the Armed Forces Covenant, by:

Promoting the fact that Raytheon UK is an armed forces-friendly organisation; by detailing our commitment to the Corporate Covenant on our website www.raytheon.co.uk and displaying the Corporate Covenant logo on our Recruitment website Rcareers. Aiming to actively support Reservists via company initiatives such as the Raytheon Women's Network. We are committed to providing funds to our Armed Forces charities through our Corporate Social Responsibility (CSR) strategy.

Seeking to support the employment of veterans; We recognise the valuable skills and experience of wounded, injured and sick veterans (WISP), and intend to show our support by advertising Raytheon UK vacancies on the Ministry of Defence's Career Transition Partnership website and attending the Careers Fair, and working closely with resettlement services such as Officers Association, Reme and The White Ensign Association.

Seeking to support our UK employees who choose to be members of the Reserve forces; by accommodating their training and deployment as per our company policy. We request employees to make us aware of their Reservist status to enable an open relationship and forward planning;

Aiming to actively participate in Armed Forces Day; by promoting Armed Forces and encouraging any Reservist to wear their uniform to work.

- 2.2 We will publicise these commitments through our internal intranet and on our company 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.