



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

**JACOBS**

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 Jacobs' UK business

Signed:

Name: *Bob Duff*

Position Held: *Group Vice President, UK Region*

Date: *18<sup>th</sup> August 2015*

**JACOBS**



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, Jacobs' UK operation, will endeavour in our business dealings to uphold the key principles of the British 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 Jacobs is one of the world's largest and most diverse providers of professional technical services. With over 65,000 employees worldwide, one of our core business values is our commitment to our people, their development and their wellbeing. We know that people are our greatest asset. Jacobs has a proven successful relationship working with HM Forces, both through delivering results on behalf of the Armed Forces, and through developing and deploying the unique skills of veterans and reservists within the company. 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 the fact that Jacobs is committed to providing career opportunities for members of the armed forces**
  - We will publicise our commitment to the Corporate Covenant across our UK business.
- **Seeking to support the employment of veterans**
  - We will target recruitment through organisations such as the Career Transition Partnership.
  - We will recognise and value military skills and qualifications during the interviewing process.
  - We will train and develop veterans employed by Jacobs in the UK to give them the best chance of a successful and fulfilling career.
- **Supporting our employees who choose to be members of the Reserve forces**
  - We will support reservists training commitments by providing special paid leave arrangements as already defined within our HR policy.
  - We will, wherever possible, accommodate and support any mobilisation of our reservists.
  - We will require line managers to discuss and plan the training commitments of our reservists.
  - We will encourage any Reservist in our business to participate in Uniform to Work day.
- **Supporting Service spouses and partners**
  - We will give priority to requests for leave before, during or after a partner's overseas deployment.
  - We will attempt to find alternative employment in another location within the business for employees who need to move to accompany a service partner.

2.2 We will publicise these commitments through our literature and 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.