



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Atkins

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 Atkins

Signed:

Name: Mr Nick Roberts

Position Held: CEO UK & Europe

Date: 9th December 2015

Signed on behalf of Ministry of Defence

Signed:

Name: Mr Julian Brazier TD MP

Position Held: Parliamentary Under Secretary of State and Minister for Reserves

Date: 9th December 2015

ATKINS



**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, Atkins, 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 Atkins is one of the world's most respected design, engineering and project management consultancies. The outstanding people we employ enable us to take on some of the most technically challenging and time critical projects. We recognise the value that serving personnel, Reservists, Veterans and military families bring to our business. We will therefore seek to uphold the principles of the Armed Forces Covenant, by:

Demonstrating our commitment at the highest levels of the company

- We will undertake a 'Partnering with the Armed Forces' programme to better co-ordinate our company-wide UK Armed Forces engagement and advocacy activities. This programme represents a commitment at the highest levels of the company of resources, money, time and people to actively advance the pledges made in our Corporate Covenant.
- We will create a new role – Atkins Armed Forces Champion. This person will represent the interests of our Reservist and ex-Armed Forces staff across the company and drive our 'Partnering with the Armed Forces programme'.

Promoting that we are an Armed Forces friendly organisation

- We will publicise our commitment to the Corporate Covenant, our support of the Armed Forces and membership of the Reserves across our UK business using all appropriate internal and external communications channels.
- We will aim to demonstrate our advocacy of the Armed Forces by securing and maintaining our status as a recipient of the Gold Defence Employer Recognition Scheme award.
- We will seek to support the employment of Armed Forces leavers, young and old, by advertising company vacancies through the Career Transition Partnership (CTP).
- We will develop a partnership with CTP Assist and consider wounded, injured and sick veterans for any appropriate employment opportunities within Atkins.
- We will undertake Corporate-level charitable activity with Veteran organisations, outside of wider marketing and client engagement activity.

Supporting our employees who choose to be members of the Reserve Forces

- We will enable employees who are active members of the Reserve Forces to maintain their annual training commitments, as defined in the UK Reserve Forces Employment Relations Policy, by providing ten days of special paid time away from work each year.
- We will support the creation of an inclusive Atkins Armed Forces network, comprising both Reservists and Armed Forces Veterans, to help offer support to our employees and their families, as well as to help identify key skills of use to the business.
- We will encourage any Reservist in our business to participate fully in the annual Armed Forces Reserves Day.
- We will introduce our graduates to the benefits of Reserve service and seek to provide soft skills development and stretch experiences for our graduates and other staff through interaction with Armed Forces Reserves units.

Supporting Service spouses and partners

- We will recognise the demands and pressures on Service families, particularly those caused through the requirements for mobility and the deployment of serving military personnel (Regular and Reserves). We will provide guidance and support to line managers to ensure they are able to manage such issues effectively.

Supporting uniformed Armed Forces cadets

- We will seek to support Combined Cadet Force units in selected STEM (Science, Technology, Engineering and Maths) focussed schools across the UK. This activity will complement our existing STEM engagement and ambassadorship activity.
- We will include the offer of work experience to senior cadets in our annual programme, sponsor appropriate awards and initiatives with local cadet units and give greater recognition to our uniformed adult volunteer helpers.

Leading by example

- We will assist other UK companies and organisations with their Reservist and Veteran engagement programmes by sharing best practice and learning from our experience.
- We will support the Ministry of Defence's Engineer and Logistic Staff Corps by providing access to engineering advice from across the full range of Atkins' capabilities and services.

Supporting the Whole Force approach

- We will commit to the flexible employment of all types of Reserves in support of the Whole Force approach and actively participate in Ministry of Defence and industry initiatives to address skills gaps across the UK defence enterprise.

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.