



## Corporate Covenant

# The Armed Forces Corporate Covenant

**Arqiva Ltd**

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 **Arqiva Ltd**

Signed:

Name: Matthew Brearley

Position Held: Director of People and Organisation

Date: 20 June 2014

**arqiva**



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 **Arqiva Ltd.** 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 **Arqiva Ltd.** 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;*  
For many years Arqiva has actively recruited former Services personnel into specialist engineering roles. More recently we have established a great relationship with Walking With The Wounded, and we supported their 2013 South Pole Challenge. We are proud of this heritage and supporting information features in all our on-line and paper-based media and is available to any current or potential employee, investor or member of the public. We will build on this strong foundation by setting that relationship in the context of our commitment to the Armed Forces Covenant.
- *seeking to support the employment of veterans young and old;*  
At Arqiva we recognise that the capabilities, values and behaviours of Armed Forces personnel reflect those that we actively encourage Arqiva employees to develop. We have recently begun working with Recovery Career Services and include the CVs of individuals ready for immediate employment in our recruitment processes. Equally we see we can play an important role in supporting individuals to understand the potential they have to enjoy a productive working life outside of the Armed Forces and are setting up our first taster session in 2014. We are keen to quickly move into offering broader opportunities for Arqiva employees to work directly with individuals through mentoring, job shadowing and work attachments.
- *striving to support the employment of Service spouses and partners;*  
Arqiva's internal recruitment team are constantly seeking referrals for employment opportunities at our sites across the UK. We reward employees who introduce us to individuals with the skills and experience to meet our needs and where we can't fill the vacancy ourselves, we draw on selected local agencies to support us. With so many former Service personnel already working in Arqiva, we have plenty of opportunities for spouses and partners to consider and welcome their applications.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*  
We offer employees a range of family friendly policies reflecting the various personal circumstances that exist across Arqiva. Line managers are supported to use their discretion when considering requests for leave and required to treat individuals according to need wherever possible. Each employee has a minimum of 25 days' annual leave on joining Arqiva and across the organisation we have examples of individuals successfully requesting periods of additional unpaid leave.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

We have established an internal working party of employees who are either married to Service Personnel, former serving members of the Armed Forces or currently members of the Reserve forces. In this way we can continue to develop a pragmatic strategy around these important relationships and ensure we take first hand advice on how best to fulfil our commitments. Our most recent commitment is to support Reservist employees' ability to attend annual camp by providing an extra week's paid leave.

2.2 We will publicise these commitments both externally and internally through our literature and through our digital channels, such as our website (Arqiva.com) and our intranet, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.