



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Elior 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 Elior UK

Signed:

Name: Catherine Roe

Position Held: Chief Executive

Date: August 2014

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, Elior UK, 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 Elior UK 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 by*
 - *Publicising our Corporate Covenant on our websites and in our literature,*
 - *Promoting our support for the Armed Forces throughout our business,*
 - *Endorsing membership of Reserve Forces across the business and in recruitment activity*
- *Seeking to support the employment of veterans young and old;*
 - *We have recruited and will continue to recruit from the community of veterans service personnel. They are valued within the business and have achieved positions of responsibility within the organisation. We recognise that they bring a valuable skill set that complements our philosophy of putting people at the centre of our business,*
 - *We already engage with the Recovery Career Service (RCS) and have a number of opportunities on the RCS portal, understanding the vital role that industry has in the rehabilitation of the WIS into the civilian world of work,*
 - *We will participate in the Career Transition Partnership (CTP) by advertising vacancies with them and will endeavour to attend the recruiting events organised by CTP.*
- *Striving to support the employment of Service spouses and partner:*
 - *Elior value the skill sets within this community. We already recruit partners of those in Service and we will continue to do so,*
 - *Where possible, we transfer colleagues from one contract to another when spouses are deployed elsewhere.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment:*

- *Elior fully understand the additional strain placed upon families through the deployment of service personnel. Consequently, Elior will consider flexibility in leave for spouses and partners both pre and post operational deployments*
- *Compassionate and bereavement leave is available for spouse/partners dealing with difficult circumstances*
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible:*
 - *We understand the increasingly important role of the Reserves and will actively promote the Reserve forces to our workforce.*
 - *We understand Reservists commitment and the benefits for both them and the team's developments. As a consequence, we will allow for one additional week of paid leave for colleagues who are members of the Reserves so that they can complete their training and still enjoy the opportunity to holiday with their friends and family.*
- *Aiming to actively participate in Armed Forces Day;*
 - *Elior recognise the importance of this date and already contribute with fetes and garden parties, providing refreshments and catering to show our support for our Service men and women.*
 - *We commit to continue our participation in these events and will actively encourage out employees to take part.*
- *We will offer a 10% discount to members of the Armed Forces Community in our customer facing catering operations, such as museum cafes. The discount will be obtained by the production of a valid Service ID card at point of sale. This will be advertised on the Armed Forces Discount Catalogue. The sites where the 10% discount can be applied in the café are*
 - York Castle Museum
 - Waterstones in London Piccadilly, Manchester, Liverpool and Cambridge
 - At Bristol
 - Cardiff Museum
 - St Fagan's
 - Swansea Waterfront Museum
 - Osborne House
 - Durham Cathedral
 - National Maritime Museum Greenwich
 - Royal Institute of Great Britain
 - Southwark Cathedral
 - One Under Lime Wine Bar
 - Tullie House Museum & Art Gallery, Carlisle
 - The Forum, Barrow in Furness
 - The Dock Museum, Barrow in Furness

We can also offer 10% discount for event bookings (dinners, parties, meetings) on room hire and pre-ordered food.

- Ibrox Stadium (Rangers FC, Glasgow)
- Murrayfield Stadium (National rugby stadium, Edinburgh)
- Easter Road Stadium (Hibernian FC, Edinburgh)
- AJ Bell Stadium (Salford Red, Sale Sharks, Greater Manchester)
- The City Ground (Nottingham Forest FC, Nottingham)
- West Ham United (London)

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.