



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Galliford Try plc

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 Galliford Try plc

Signed:

Name: Peter Truscott

Position Held: Chief Executive

Date: 14 January 2016


GallifordTry


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 Galliford Try plc 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 Galliford Try plc 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 in appropriate literature and communications, both online and in print;*
- *offering a discount package to members of the Armed Forces Community in respect of the purchase of a Linden Home, as detailed on our website: www.lindenhomes.co.uk/offers-incentives/forces-package;*
- *seeking to support the employment of veterans young and old through our membership of the Career Transition Partnership (CTP), in order to develop a tailored employment pathway for Service Leavers to then be extended to wounded, injured and sick (WIS), as well as working with Defence Relationship Management to support Reservists;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment through our Attendance Management Policies;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training, as outlined in our Attendance Management Policy – Planned and Unplanned Leave;*

2.2 We will publicise these commitments through our external literature, internal employee communications and on our group websites, setting out how we will seek to honour them and inviting feedback from our stakeholders on how we are doing.