



## Atos

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:

Atos

Signed:

Name: Gavin Thomson

Position: Senior Vice President, BDS UK&I, and Scotland, Ireland and Wales

Date: 30 November 2016

Signed on behalf of:

The Ministry of Defence

Signed:

Name: Major General Ben Bathurst CBE,

Position: General Officer Commanding London District & Major General Commanding the Household Division

Date: 30 November 2016

**Atos**



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 Covenant

1.1 We Atos 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 Atos 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; internally to our employees and externally throughout supply chain and through publications*
- *seeking to support the employment of veterans young and old through a partnership with the Career Transition Partnership(CTP); putting all job vacancies through CTP, continuing to participate in careers fairs and ensuring our whole business are aware of the service*
- *seeking to support the employment of wounded, injured and sick service leavers through a partnership with CTP Assist*
- *striving to support the employment of service spouses and partners by endeavouring to offer a degree of flexibility in granting leave for service spouses and partners before, during and after a partner's deployment*
- *seeking to support the employment of service spouses by endeavouring to relocate positions through Atos' internal recruitment portal - iMove*
- *seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible and by granting an additional eight days paid leave, as per our Reservist HR policy, to Reservists to allow attendance at annual training camps and courses*
- *continuing to actively participate in Armed Forces Day and London Poppy Day*



- *establishing a dedicated diversity group called the Armed Forces Network on Atos' internal collaboration portal Blue Kiwi and continuing to facilitate an internal Defence personnel network on our intranet site*
- *formalising our steering committee and conducting quarterly reviews of our delivery on Covenant pledges*
- *refreshing our Armed Forces Covenant on an annual basis*
- *advocating support for the Armed Forces community by speaking at industry events*
- *championing our Armed Forces Covenant pledges to our supply chain and mentoring our partners through the Covenant signing and Employee Recognition Scheme processes*
- *championing support of the Armed Forces Community through our internal and external communications channels and also through our memberships and forums.*

2.2 We will publicise these commitments internally to employees and promote the work of Atos' Armed Forces Network through PR, Public Affairs and online.