



Corporate Covenant

The Armed Forces Corporate Covenant

G4S

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 G4S

Signed:

Name: Ashley Almanza, CEO

Date: 23 July 2014

Signed on behalf of the Ministry of Defence

Signed:

Name: Rt Hon Michael Fallon MP, Secretary of State

Signed:

Name: General Sir Peter Wall GCB CBE ADC Gen. Chief of the General Staff

Date: 23 June 14



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 G4S 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 G4S 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:

- *setting the target of employing 600 volunteer Reservists by 2017 with the goal to be the No. 1 employer of UK Armed Force Reservists*
- *aiding employees who choose to become UK Reservists by offering:*
 - *10 days additional unpaid leave to support annual training commitments*
 - *A promise of a "job to come back to" after being deployed*
- *allowing the UK Armed Forces to recruit Reservists at suitable G4S office locations when feasible*
- *assisting service spouses and partners by being flexible in granting leave for before, during and after their partner's deployment*
- *supporting the Career Transition Partnership (CTP) and its aim of securing civilian employment for ex-forces personnel by guaranteeing an interview at G4S for appropriate vacancies*
- *continuing its longstanding association with charities supporting servicemen and women.*

2.2 We will publicise these commitments through our literature and 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.