



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

**Marshall Aerospace and Defence Group**

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 Marshall Aerospace and Defence Group

Signed:

Name: Steve Fitz-Gerald

Position Held: Chief Executive Officer

Date: 8<sup>th</sup> October 2013

 **Marshall**



**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 Marshall Aerospace and Defence Group 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 Marshall Aerospace and Defence Group recognise 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;*

We will be publicising our support of the Corporate Covenant through our internal communications, website and relevant company literature.

- *seeking to support the employment of veterans young and old;*

We will always consider offering an interview to veterans, young and old, if they meet the selection criteria laid out in a job advert. This would not constitute the guarantee of a job, but rather the offer of an opportunity to prove themselves in an interview.

Where appropriate, we support the employment of wounded, injured or sick veterans.

We also recognise military skills and qualifications when interviewing for new positions.

- *striving to support the employment of Service spouses and partners;*

Where possible we will look to help Service spouses by attempting to find alternative employment within the organisation should they need to move to support their partner.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

During overseas deployment we will aim to be flexible with annual leave and consider special paid leave for employees who are bereaved or whose loved ones are injured.

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

We will accommodate our Reservists training where possible and accommodate their deployment when required. In return we expect our Reservists to make themselves known so that we can build an open relationship with them and Defence to help us plan ahead – this will enable the needs of the Reservist, Employer and Defence to be met.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

The Group will support local cadet units and will continue to be engaged in their activities.

2.2 We will publicise these commitments through our internal intranet and on our company 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.