



British Airways

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:

British Airways

Signed:

Name:

Position:

Date:

**ALEX CRUZ
CHAIRMAN & CEO
BRITISH AIRWAYS PLC
07 OCT 16**

Signed on behalf of:

The Ministry of Defence

Signed:

Name:

Position:

Date:

**C R ELLIOT
Cos Pers / Air Secretary
30 Sep 16**

BRITISH AIRWAYS



**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 British Airways 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 British Airways 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:

- *We will continue to work closely with Defence Relationship Management to develop a mutually beneficial relationship between our business and the Armed Forces community.*
- *We will promote the fact that we are an armed forces-friendly organisation.*
- *We will seek to support the employment of veterans young and old.*
- *We will ensure that line managers understand the Reserve commitment and ensure that Reservists are fully supported and do not face discrimination.*
- *We will seek to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; we have a Reservist HR policy in place and grant 5 days paid leave for Reservists to undertake their annual training commitment.*
- *We will continue to encourage our Reservist employees to be ambassadors for the Reserves by partaking in case study opportunities.*
- *We will endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- *We will support Armed Forces Day and Reserves Day through our communication channels.*
- *We will offer an Armed Forces Discount through the official MoD Defence Discount Service.*

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.