



Corporate Covenant

The Armed Forces Corporate Covenant

DynCorp International (UK) Ltd

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 DynCorp International (UK) Ltd:

Chris Bernhardt
President, DynCorp International
27 March 2014

DynCorp
INTERNATIONAL-UK



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, DynCorp International (UK) 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 DynCorp International (UK) 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:

Publicising our commitment

- Promoting the fact that we are an Armed Forces-friendly organisation, and committed to the Armed Forces Corporate Covenant, where appropriate in our online and printed promotional material
- Including information on our Armed Forces Corporate Covenant in our staff, recruitment and new-joiner information

Supporting Service families

- Including in our staff policies that requests for leave from the partners of members of the Armed Forces should be treated as a high priority where the timing of that leave is dictated by the availability of the member of the Armed Forces before, during or after operational deployment
- Providing special leave and the full support of the 'DI Care Employee Assistance Program' if appropriate for employees who are bereaved or whose immediately family member is injured in the course of service with the Armed Forces
- Attempting to find alternative employment within the business for any employee who is required to move locations to accompany a partner who is serving in the Armed Forces

Supporting members of the Reserve Forces

- Making it clear that no employee or prospective employee may be subjected to any form of discrimination on the basis of that person's membership of the Reserve Forces
- Including in our staff policies that requests for flexibility in working schedules in order for a member of staff to attend Reserve Forces training should be looked upon sympathetically

- Providing members of staff who are members of the Reserve Forces with ten days of additional paid leave for their annual two-week training period
- Accommodating the mobilisation of any of our employees in the Reserve Forces whenever possible
- Providing the full support of the 'DI Care Employee Assistance Program' if appropriate to the families of any employees who are killed or injured in the course of their service with the Armed Forces

Supporting Veterans

- Advertising vacancies through the Career Transition Partnership where appropriate
- Ensuring that there are no barriers to offering an interview to Veterans or Service partners if they meet the selection criteria laid out in a job advert

2.2 We will publicise these commitments through our literature and online, setting out how we will seek to honour them and inviting feedback on how we are doing.