



Corporate Covenant

The Armed Forces Corporate Covenant

BAE SYSTEMS

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.

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Nigel Whitehead
Group Managing Director
Programmes & Support
BAE Systems plc

5 March 2015

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Julian Brazier TD MP
Minister for Reserves
Ministry of Defence

5 March 2015

BAE SYSTEMS



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 **BAE Systems** 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 At **BAE Systems**, we engineer, manufacture and support innovations that strengthen security at home and around the world. We continue to deliver advanced defence, aerospace and security solutions that keep our nation at the forefront of modern capability. We are working on the platforms, tools and technology that support the British Armed Forces, security services and allied partners, enabling them to perform at the highest level in all types of modern conflict—air, land, sea or cyber.

BAE Systems values the unique relationship it has with both serving members of the Armed Forces and veterans and recognises the contribution that serving personnel, reservists and military families bring to our businesses. We will seek to uphold the principles of the Armed Forces Covenant by:

- promoting the fact that BAE Systems is an Armed Forces friendly organisation;
- recognising the valuable skills and experience that Service Leavers and veterans bring to our businesses through our integrated resourcing solution with Career Transition Partnership
- endeavouring to promote and provide employment opportunities for Service spouses and partners, particularly where we work alongside the MOD
- enabling employees who are active members of the Reserves Forces to maintain their training commitments by providing special paid leave arrangements as defined in the UK Reserve Forces Employee Relations Policy
- committing to host Reserve recruiting teams at appropriate sites and venues
- adopting a sympathetic and flexible approach to requests for leave from Service spouses and partners before, during and post operational deployments
- promoting Armed Forces Day and Uniform to Work Day through a week-long internal communications campaign across our UK businesses
- encouraging employees to volunteer and raise funds for Armed Forces charities through our UK Community Investment Strategy
- seeking opportunities to support the Cadet Forces through our UK Community Investment Strategy, particularly where this is linked to Education and Skills as well as supporting employees who are Adult Cadet Force Volunteers
- supporting our businesses who wish to support the rehabilitation of wounded, injured and sick Service Personnel through local relationships with Personnel Recovery Centres and Recovery Career Services.

- committing to regularly review progress against the commitments we have made

2.2 We will publicise these commitments through our literature and/or 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.