



AAR International (Waddington)

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:

AAR International (Waddington)

Signed: Chris Maggs

Name: Chris Maggs

Position: Regional Director

Date: 2nd December 2016



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 at AAR International (Waddington) 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 AAR International (Waddington) 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:

- *Promoting the AAR International is an armed forces-friendly organisation by regularly recruiting highly experienced & skilled ex-military service men and women in our organisation. Our workforce currently employs over 70% of ex-military personnel.*
- *supporting the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers. AAR International is committed to using the CTP as an alternative to sourcing candidates with a military background, where their skills and experience complement our core business supporting the Whole Life Support Programme (WLSP) at Royal Air Force Waddington, Search & Rescue Contract in the Falkland Islands and other projects..*
- *welcoming applications for employment of Service spouses and partners;*
- *employing and supporting our Sponsored Reserves who are members of the Reserve forces, including accommodating their training, deployment and well-being*
- *Actively supporting and are committed to the Lincoln Air & Defence College by our involvement in representing industry in contributing to the curriculum and work experience. AAR actively also supports STEM activities in the community and local schools.*

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