



Corporate Covenant

The Armed Forces Corporate Covenant

Laing O'Rourke

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 Laing O'Rourke

Signed on behalf of The Ministry of Defence

Signed:

Signed:

Name: Anna Stewart

Name: Anna Soubry

Position Held: Chief Executive

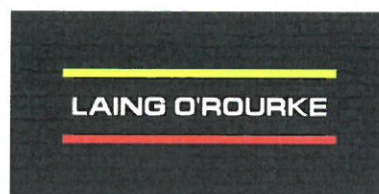
Position Held: Minister of State at the Ministry of
Defence

Date:

25 Feb 2015

Date:

25. Feb 2015



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 Laing O'Rourke 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 Laing O'Rourke 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:

- *recognising the valuable skills and experience that Service Leavers and Veterans can bring to our business through our integrated resourcing solution with CTP*
- *engaging with our Reservist workforce and their units, to provide maximum support before and during mobilisation, with an endeavour to agree specific promotion of the Reserve Forces during large scale employment opportunities, such as Hinkley Point C power project.*
- *working closely with the Reserve Forces training teams, to accredit Reservist training relevant to civilian roles at "Laing O'Rourke"*
- *actively participating in relevant events e.g. Armed Forces Day*
- *engaging military speakers to be involved in "Laing O'Rourke" training where relevant;*
- *offering support to our local cadet units, by providing information about the volunteering opportunities within the organisations to our staff and contractors*
- *striving to support the employment of Service Spouses and partners*
- *continuing to support the employment of veterans young and old;*
- *cooperate on Defence-HR issues with Defence friendly companies as a contractor*

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.

- *work with the CTP and provide career opportunities and advice on the CTP website as well as on our Laing O'Rourke website*
- *fully participate in recruitment fairs to highlight the opportunities available across construction*
- *work in partnership with the Construction Industry Training Board to prepare and quality those transitioning from the Forces to the construction and engineering sector*

Our commitment

We will aim to achieve the following:

- 1% of our staff and workforce as Reservist***
- Open all opportunities to Forces and Veteran personnel***