



Rolls-Royce plc

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:
Rolls-Royce plc

Signed: *C. J. Cholerton*

Name: C. J. CHOLERTON

Position: PRESIDENT - DEFENCE

Date: 15.07.17.

Signed on behalf of:
Ministry of Defence

Signed: *Ranbir Mehta*

Name: RANBIR MEHTA

Position: ACDS (R&C)

Date: 15 July 2017



Rolls-Royce

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 **Rolls-Royce plc** 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 **Rolls-Royce plc** 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 fact that we are an Armed Forces friendly organisation;
- promoting our support and work with the Reserves and Charities through our own social and digital media channels ;
- our senior management team and staff volunteering to support military charities at large events and, if required, provide presentations and representation;
- seeking to support the employment of veterans young and old and work with the Career Transition Partnership (CTP) and charities including the Royal British Legion (RBL) and X Forces, by offering tailored work experience packages and knowledge exchange support;
- our team offering informal networking opportunities and introductions to the teams wider personal networks;
- endeavouring to offer a degree of flexibility in granting leave and flexible working conditions for Service spouses and partners before, during and after a partner's deployment;
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible and extending their paid leave entitlement by 2 weeks in support of their annual training;
- recognising the value of military skills and qualifications when recruiting and interviewing for new positions;
- offering support to our local cadet units, either in our local community or in local schools, where possible;
- making Rolls-Royce UK sites available to support events for recruiting, awareness, training and other reasonable requests where possible;
- creating a network of contacts between Rolls-Royce sites and their local units and recruiters;

- actively participating in Armed Forces Day and Reserves Day;
- encouraging colleagues to take part in Armed/ Reserve Forces Day, Uniform to Work Day and any other events;
- recognising the commitment of our colleagues who are Reservists and Cadet Leaders in our Reward and Recognitions scheme;
- contributing to Armed Forces and other Service Charities financially and with physical support for fundraising and corporate support to activities.

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