



## Hitachi Rail Europe

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 **Hitachi Rail Europe**

Signed: M. Watson

Name: MATT WATSON

Position: HR DIRECTOR

Date: 20th April 2017

**HITACHI**  
**Inspire the Next**

# 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, Hitachi Rail will endeavour in the operation of our business 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 Hitachi Rail 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:

- *We will promote the fact that we are an armed forces-friendly organisation:*
  - *We will publicise our Armed Forces Covenant commitments through our website, careers pages and displaying the Armed Forces Covenant logo where appropriate;*
- *We will support the employment of veterans young and old:*
  - *We will work closely with the Career Transition Partnership (CTP), in order to ensure visibility of open positions to Service Leavers;*
  - *Will endeavour to support local CTP events close to our facilities.*
- *We will strive to support Service spouses and partners:*
  - *Where possible we will offer a degree of flexibility in granting leave before, during and after a partner's deployment,*
  - *Giving special consideration for leave requests for employees who are bereaved or whose loved ones are injured while serving;*
- *We will support our employees who choose to be members of the Reserve forces,:*
  - *Through our Formal Reserves policy*
  - *Providing 5 days paid leave toward annual training*

- *Providing support during and after deployment under the Reserves policy*
- *We will establish connections with Reserve units in our local community where possible;*
- *We will actively participate in Reserves Day, promoting the Company Reserves policy*

2.2 We will publicise our 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 stakeholders on how we are doing.