



## Siemens 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:

**Siemens PLC**

Signed: 


Name: Phil Heathcote

Position: Director of Sales

Date: 30 March 2017

Signed on behalf of:

**The Ministry of Defence**

Signed: 

Name: Mark Lancaster TD MP

Position: Minister for Defence, Veterans,  
Reserves and Personnel

Date: 30 March 2017

**SIEMENS**  
*Ingenuity for life*

  
**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 Covenant

1.1 We Siemens 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 Siemens 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;*
- *Holding industry insight days to develop an understanding between the military and the opportunities available in Siemens*
- *Seeking to make work placements available through the Ministry of Defence's Careers Transition Partnership (CTP), across a variety of areas within Siemens*
- *Participating at industry wide events and conferences to share our experience of employing military personnel and to provide an opportunity for service leavers to gain insight into opportunities at Siemens*
- *Participating in the Careers Transition Partnership career events across the UK*
- *Supporting injured, wounded and sick military leavers in finding employment opportunities in Siemens*
- *Providing case studies of Siemens employees who have transitioned from the military on the employer page of the Career Transition Partnership website*
- *Publicising Siemens military engagement activities through our communications channels*

- *Seeking to support 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*
- *Advertising relevant vacancies on the Career Transition Partnership website*
- *Publicising vacancies through Career Transition Partnership career events and live webinars/chats*
- *Providing tools to support service leavers to understand the transferability of their skills into Siemens*
- *Creating an employee support network for service leavers who have joined Siemens to support their transition*
- *Demonstrating commitment to professional and personal development of service leavers*
- *Seeking to support our employees who choose to be members of the Reserve Forces, including accommodating their training and deployment where possible*

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.