



**ARMED FORCES  
COVENANT**

# **The Armed Forces Corporate Covenant**

## **Ramboll UK Ltd**

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 Ramboll UK Ltd

Signed: 

Name: C S Rhodes

Position Held: Director, Head of Project Management

Date: 26<sup>th</sup> February 2016

**RAMBOLL**



**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 Ramboll UK Ltd 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 Ramboll UK Ltd 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:

2.1.1 Promoting the fact that we are an armed forces friendly organisation through:

- *Our internal communications and with the possible establishment of a Ramboll UK Armed Forces Community Forum.*
- *Use of the Covenant logo where appropriate.*
- *Developing a partnership with Career Transition Partnership (CTP), CTP Assist and CTP Future Horizons.*
- *Looking to create partnership arrangements with Service organisations, associations, units and charities.*
- *Increasing the awareness of our staff about the opportunities and benefits available from Reserve service and encouraging participation; recognising the benefits that such training also brings to Ramboll UK Ltd.*
- *Having a dedicated focal point for Armed Forces issues and to take forward our Armed Forces partnering programme.*
- *Looking to secure the bronze standard for the Defence Employer Recognition Scheme with the goal of achieving the gold standard.*
- *Supporting our employees involved in raising funds for Service charities.*
- *Looking to support Service charities.*
- *Recognising the two minute silence across our UK offices when Armistice Day falls during the working work.*
- *Reviewing annually how we are meeting our commitments made under this Covenant.*

2.1.2 Seeking to support the employment of veterans through:

- *Engaging with CTP to advertise job opportunities within Ramboll and participation in recruitment fairs.*
- *Working with CTP Assist and CTP Future Horizons.*

- *Engagement with other organisations such as the Officers' Association and the Regular Forces Employment Association.*
- *Recognising the broader value of military training, skills and qualifications when considering employment applications from veterans.*
- *Participation in familiarisation and networking visits organised by 170 Engineer Group for Service leavers.*

2.1.3 Striving to support the employment of Service spouses and partners through:

- *Recognition of the unique demands and pressures on Service families in respect of mobility and ensuring line managers are provided with guidance to manage such issues effectively.*
- *Adopting a flexible approach in regard to employment location by considering home working or an alternative office to enable accompanied service and continued employment.*

2.1.4 Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment through:

- *Our existing HR policies and the use of special leave, particularly in cases of bereavement or injury due to Service.*

2.1.5 Seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment wherever possible, through:

- *Our HR policies, which include specific policies in respect of service with the Reserves and allows for up to 15 days paid leave to attend training related Reserve service.*
- *Creation of an internal networking forum for our staff who are serving with the Reserve Forces, those who may be interested in serving with the Reserve Forces and those who are Veterans.*
- *Encouraging members of staff who are members of the Reserve Forces to participate in Uniform to Work Day.*

2.1.6 Offering support to our local cadet units, either in our local community or in local schools where possible, through:

- *Encouraging our employees to become involved in cadet organisations.*
- *Commencing with our Chester office liaison with local cadet associations to establish where we can provide support.*

2.1.7 Aiming to actively participate in Armed forces Day through:

- *Promoting awareness of Armed Forces Day amongst our employees and encouraging them to participate.*
- *Possibly providing support to event organisers where we have a presence.*

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, employees, supply chain partners and our customers on how we are doing.