



**ARMED FORCES
COVENANT**

Ryder

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
Ryder Architecture

Signed on behalf of
Ministry of Defence

Signed

Name

MARK THOMPSON

Position

MANAGING PARTNER

Date

30 October 2017

Signed

Name

Major Dominic Dias

Position

OC 103 Field Squadron

Date

30 October 2017

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.

Principles of The Armed Forces Covenant

We, Ryder, 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.

Demonstrating our Commitment

Ryder 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 that Ryder is an armed forces opportunity business by publicising the corporate covenant logo on our website and any relevant literature including all future submissions for defence related projects.

Seeking to support the employment of veterans young and old by recognising transferable skills and investing in professional development - for example, those relating to design, project management, leadership, teamwork and communication.

Seeking to identify opportunities for the employment of service spouses and partners and endeavouring to offer a degree of flexibility in granting leave before, during and after a partner's deployment.

Seeking to support our people who choose to be members of the reserve forces, including accommodating training and deployment where possible.

Aiming to actively participate in Armed Forces Day by raising awareness of associated events through our communication channels.

Seeking to support a military charity as part of our Giving Back strategy.

Seeking to raise awareness, through social media, of the challenges faced by the armed forces community in gaining civilian employment.

We will publicise these commitments through our literature and / or on our web, setting out how we will seek to honour them and inviting feedback from the service community and our clients on progress.

Ryder Pledge

1.0

Ryder 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:

1.1

Promoting that Ryder is an armed forces opportunity business by publicising the corporate covenant logo on our website and any relevant literature including all future submissions for defence related projects.

1.2

Seeking to support the employment of veterans young and old by recognising transferable skills and investing in professional development - for example, those relating to design, project management, leadership, teamwork and communication.

1.3

Seeking to identify opportunities for the employment of service spouses and partners and endeavouring to offer a degree of flexibility in granting leave before, during and after a partner's deployment.

1.4

Seeking to support our people who choose to be members of the reserve forces, including accommodating training and deployment where possible.

1.5

Aiming to actively participate in Armed Forces Day by raising awareness of associated events through our communication channels.

1.6

Seeking to support a military charity as part of our Giving Back strategy.

1.7

Seeking to raise awareness, through social media, of the challenges faced by the armed forces community in gaining civilian employment.

1.8

We will publicise these commitments through our literature and / or on our web, setting out how we will seek to honour them and inviting feedback from the service community and our clients on progress.