



NATS 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:

NATS Ltd

Signed:

Martin Rolfe
Chief Executive Officer
NATS Ltd

Date: 31 March 2017

Signed on behalf of

Ministry of Defence

Signed:

Air Vice Marshal Christina Elliot CBE MA BSc RAF
Chief of Staff Personnel and Air Secretary
Royal Air Force

Date: 31 March 2017

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 NATS 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 NATS 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:

- **Promoting we are an Armed Forces friendly organisation through:**
 - ❖ *Publicising our commitment through our website and social media*
 - ❖ *Use, where appropriate, of the logo on our website, stationary and publicity material*
 - ❖ *Including it in our corporate communications strategy*
- **Seeking to support employment of veterans of all ages:**
 - ❖ *Advertising all external vacancies through Career Transition Partnership (CTP) website*
 - ❖ *Participate in Forces resettlement events*
- **Aiming to support the employment of Service spouses and partners by:**
 - ❖ *Making details of external job vacancies available to our Service colleagues in the Business*
 - ❖ *Engaging with local Service community organisations to raise awareness of NATS*
 - ❖ *Endeavouring to offer a degree of flexibility to employees who are Service spouses or partners by granting leave before, during and after a partner's deployment*
- **Seeking to support our employees who choose to be members of the Reserve forces, by accommodating their training and deployment where possible;**
 - ❖ *Providing additional paid leave; to support their training and deployment*
- **Encouraging support of military charities with fundraising, advice and support;**
- **Aiming to actively participate in Armed Forces Day and Reserve Day**

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.