



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

### **Liebherr Sunderland Works Limited**

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 **Liebherr Sunderland Works Limited**

Signed: *Brenda Forster*

Name: **Brenda Forster**

Position Held: **HR Manager**

Date: **16<sup>th</sup> September 2014**

**LIEBHERR**



**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, **Liebherr Sunderland Works Limited**, 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 **Liebherr Sunderland Works Limited** 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 by displaying the Corporate Covenant on the Company Intranet.*
- *Continuing to work with the Career Transition Partnership to actively recruit veterans of all ages, recognising and valuing military skills and qualifications.*
- *striving to support the employment of Service spouses and partners*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *continually supporting our employees who choose to be members of the Reserve forces, accommodating their training and deployment requirements through a range of methods including paid holiday, unpaid leave or flexible leave.*
- *offering support to our local cadet units wherever possible;*
- *aiming to actively promote Armed Forces Day;*
- *participating in focus groups and other discussions to actively promote the Armed Forces*
- *actively promoting the armed forces to Apprentices joining Liebherr Sunderland Works Ltd.*

2.2 We will publicise these commitments through our literature including the Company handbook, Notice Boards and Intranet.

## NE - RSCD

---

**From:** COVENANT-MAILBOX (MULTIUSER) <COVENANT-MAILBOX@mod.uk>  
**Sent:** 29 September 2014 12:31  
**To:** brenda.forster@liebherr.com  
**Cc:** NE - RSCD  
**Subject:** Liebherr Sunderland Works Corporate Covenant Pledge  
**Attachments:** Corporate Covenant Terms and Conditions.pdf; corporate\_covenant\_logo.JPG

Dear Mrs Forster

Thank you for sending your Corporate Covenant document to us. We are delighted that you would like to demonstrate your support for the Armed Forces Community by signing a Corporate Covenant. Attached is the Corporate Covenant logo and T&Cs for its use. This is your Covenant formally 'registered'.

The Covenant is a living document and we would be happy to update your pledge in the future as and when you would like to make changes to your Covenant. We will shortly upload your pledge onto our website, at <https://www.gov.uk/government/publications/armed-forces-corporate-covenant-signed-pledges>

Also, if you plan on doing any social media communications around your Covenant pledge, we would be grateful if you could use the hashtag #forourforces.

We have also set up a closed facebook group for Covenant signatories to share information and best practice. If you would like to join the group, please go to <https://www.facebook.com/groups/1445250439025727/> and click 'request to join' to take part in the conversation.

If you have any further questions on the Covenant, don't hesitate to get in touch.

Best regards,

Debra Cannam  
The Covenant Team

Website: [www.gov.uk/the-armed-forces-covenant](http://www.gov.uk/the-armed-forces-covenant)



**Corporate  
Covenant**

## **Terms and Conditions for Registration with the Corporate Covenant Scheme**

1. This document sets out the conditions that must be followed by organisations wishing to register a Corporate Covenant and use the associated logo. By using the Corporate Covenant logo you confirm acceptance of these terms and conditions.
  2. We actively encourage organisations to display the logo as we believe it is a great way of promoting your Corporate Covenant, and demonstrates your participation in the scheme to the Armed Forces Community.
  3. Permission for the use of the logo will be given by the Armed Forces Covenant Team for five years, following registration of your Corporate Covenant.
  4. We expect those companies who sign up to the Corporate Covenant to:
    - Be responsible corporate citizens;
    - To uphold the values and principles of the Armed Forces Covenant;
    - Provide information to the Armed Forces Covenant Team about the ways in which they are upholding their Corporate Covenant to allow us to publicise best practice.
  5. The logo could be used on company stationery, websites and recruitment adverts to communicate your commitment to the Corporate Covenant. The logo is not to be used to imply endorsement of the services or products of an organisation.
  6. The MOD reserves the right to remove permission for the use of the Corporate Covenant logo and registration with the scheme. The grounds for removal of permission may include:
    - Failure to uphold the commitments made in a company's Corporate Covenant pledge;
    - Company coming into disrepute;
    - Change in the brand and values of a company.
- This is not an exhaustive list and other reasons may be given.
7. In the event that permission is withdrawn, you must immediately cease distribution of all items on which a Corporate Covenant logo is displayed.
  8. The names, images and logos identifying the Corporate Covenant are proprietary marks of the Ministry of Defence. Copying or using our logos is not permitted without prior approval from the Armed Forces Covenant Team.
  9. We reserve the right to vary the conditions set out in this publication without prior notice.



**Ministry  
of Defence**