



Amey

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.

Amey plc

Signed:

Name: Sir Richard Mottram GCB

Position: Chairman

Date: 20 June 2017

The Ministry of Defence

Signed:

Name: Major General N J Cavanagh

Position: Director Strategic Asset
Management and Programme Team

Date: 20 June 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.

Section 1: Principles of The Armed Forces Covenant

1.1 We, Amey, 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 Amey 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;*
- *recognising the valuable skills and experience that Service Leavers and Veterans bring to our business, through proactively encouraging and increasing the recruitment of ex-service personnel and reservists by working actively with the CTP (Career Transition Partnership) and any other relevant agencies;*
- *establishing a dedicated web-page on how we support 'ex-service personnel' on our careers website*
- *striving to support the employment of service spouses, partners and their children;*
- *providing additional paid leave for reservists; through committing to the paid leave and active encouragement of staff to volunteer as reservists we will increase the numbers and, in due course, establish and maintain this at a sustainable level;*
- *actively seeking to champion the benefits of employing Service Leavers, Veterans and Reservists and working with organisations such to encourage them to sign up to the Armed Forces Covenant;*
- *building active internal Armed Forces networks within the company which will support and publicise the other streams of work in the Covenant;*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *adopting SSAFA (Soldiers, Sailors, Airmen and Families) as our corporate Defence sector charity by direct sponsorship and by supporting 'The Big Brew Up' fundraising event;*
- *encouraging our employees to raise money or volunteer for SSAFA and other Armed Forces charities through our 'matched funding foundation' and use of their Community Involvement Days which provide a paid days leave to volunteer in local communities;*
- *sponsoring appropriate sport and competition initiatives in the Armed Forces; we have discussed how we should best apply our resources with each of the Armed Forces and responded to their priorities. This is consistent with our desire to support the development of young people and with funding directed towards both regular and reserve personnel;*
- *promoting Armed Forces Day through a an annual week-long internal communications campaign;*
- *encouraging our staff to get a better understanding of the Armed Forces, including through events such as the Sandhurst Leadership challenge.*

2.2 We will publicise these commitments through our literature and 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.

2.3 We will actively review and monitor our progress in delivering our commitments to provide a basis for assessing our progress and opportunities for improvement as an inclusive and responsible employer.

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