



HIGH SPEED TWO (HS2) 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:
High Speed Two (HS2) Ltd

Signed:

Name: Sir David Higgins

Position: Chairman

Date: 21 June 2017

Signed on behalf of:

The Ministry of Defence

Signed:

Name: The Rt Hon Sir Michael Fallon KCB MP

Position: Secretary of State for Defence

Date: 21 June 2017

 *engine for growth*



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, High Speed Two (HS2) 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 High Speed Two (HS2) 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 the fact that we are an armed forces-friendly organisation, by publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo;*
- *working with our partners, contractors and supply chain to promote the Armed Forces Covenant;*
- *creating a Staff Network which will work in collaboration with the defence community to promote the benefits of the Armed Forces community;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP) and other agencies/organisations, in order to establish a tailored employment pathway for Service Leavers;*
- *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;*
- *seeking to support our employees who choose to be members of the Reserve forces, by actively encouraging staff to declare their service, maintaining a current HR policy to support reservists and providing additional paid leave of 5 days per year to attend training;*

- *offering support to local cadet units identified by the project, either in the local community or in local schools, where possible;*
- *actively promoting and participating in Armed Forces week and Reserve Forces Day;*
- *striving to support Service charities;*
- *working with the defence community to enhance the knowledge and capabilities of our Armed Forces in the defence of the UK;*
- *any additional commitments High Speed Two (HS2) Ltd could make (based on local circumstances).*

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 Armed Forces community and our stakeholders on how we are doing.