



Bombardier Transportation UK 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:

Bombardier Transportation UK Ltd

Signed:

Name: **Richard Hunter**

Position: UK Managing Director

Date: 6 March 2018

Signed on behalf of:

Ministry of Defence

Signed:

Name: **The Rt Hon Tobias Ellwood MP**

Position: Minister for Defence People and Veterans

BOMBARDIER



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 **Bombardier Transportation UK 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 **Bombardier Transportation UK Ltd** recognises the value serving personnel, reservists, veterans and military families bring to our business. To uphold the principles of the Armed Forces Covenant, we will seek to:

- *Promote the fact that we are an armed forces-friendly organisation; including via our internal and external communication channels, and by displaying the Armed Forces Covenant logo where appropriate.*
- **Veterans.** *Support the employment of veterans young and old and work with the Career Transition Partnership (CTP), through:*
 - *Advertising vacancies and work placements on the CTP website.*
 - *Participating in CTP career events near to our sites and facilities*
 - *Providing case studies for the CTP website.*
- **Reserves.** *Support our employees who choose to be members of the Reserve Forces, by providing 5 days paid annual leave towards annual training.*
- **Reserve Units.** *Establish connections with Reserve units in our local community.*
- **Service Spouses and Partners.** *Support Service spouses and partners by:*
 - *Wherever possible, offering a degree of flexibility in granting leave before, during and after a partner's deployment*
 - *Giving special consideration to leave requests for employees who are bereaved, or whose loved ones are injured while serving.*
- **Advocate.** *Participate in industry-wide events and conferences to share our experience of employing military personnel, and to encourage service leavers to consider working at the company.*

2.2 We will publicise these commitments through our literature, on staff notices, 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.