



Thames Water

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:
Ministry of Defence

Name: **Colonel Richard Green**
Position: **Deputy Commander 11 Signal and West Midlands Brigade**
Date: **25 September 2019**

Signed on behalf of:
Thames Water

Position: **Head of Human Resources**
Date: **25 September 2019**



**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.

1.1 We Thames Water 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.*

2.1 Thames Water 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;*
- *Displaying the Armed Forces Logo on our website, intranet, email signatures and all relevant correspondence including our advertising;*
- *Continuing to further develop our internal Military network to create a positive and supportive culture within the business towards the Armed Forces community;*
- *Meeting our internal Military network on a quarterly basis to share ideas on how to continually move forward and engage with more people from the Armed Forces community;*
- *Maintain a specific Military group on our internal communications portal "Yammer" to share upcoming events and engage with new service leavers who are joining the Thames Water;*
- *Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), British Forces Resettlement Services (BFRS), The Officers Association (OA) and Royal Electrical and Mechanical Engineers (REME), holding specific Military events at our sites in order to establish a tailored employment pathway for Service Leavers;*
- *Attending CTP careers fairs, holding webinars with Armed Forces community, presenting at CTP events to share our internal Military network's experience;*

- *Attending and presenting at the OE events. Working closely with them and other like-minded businesses to share best practice;*
- *Attending REME and BFRS careers events to discuss short term and long term career planning with service leavers and their family;*
- *Holding Military Insight Days at our treatment works 3 times a year to invite Service Leavers to meet our internal Military network including senior Managers, to get insight on their potential career paths for development within Thames Water and network with employees who have been through a similar experience;*
- *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, including by accommodating their training and deployment where possible;*
- *Our Reserve Policy offers up to 10 days additional leave with pay (subject to 6 months service) for reservists to do training and camp;*
- *Offering support to our local Cadet units, either in our local community or in local schools, where possible; we offer up to 5 days leave with pay to CFAV;*
- *Aiming to actively participate in Armed Forces Day;*
- *Thames Water commits to raising money to support for BLESMA by holding charity events;*
- *Thames Water also holds an event every year for Remembrance Day at Ashford Common bringing the internal Military network together.*

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.