



XPO Logistics UK

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:

XPO Logistics UK

Signed: *Mark Simmons*

Position: HR Director UK and Ireland

Date: 8th March 2021

XPOLogistics

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, **XPO Logistics UK**, 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 We recognise the value serving personnel, reservists, veterans and military families bring to businesses and to the country. We will aim to uphold the principles of the Armed Forces Covenant, by seeking to:

- promote the fact that we are an **Armed Forces-friendly organisation**, to our staff, customers, suppliers, contractors and wider public;
- support the employment of **veterans**, recognising military skills and qualifications in our recruitment and selection process; advertising vacancies with the Career Transition Partnership for Service leavers;
- support the employment of **Service spouses and partners**; advertising vacancies with the military Families Federations; providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- support staff who are members of the **Reserve Forces**; granting additional leave for annual Reserve Forces training; supporting any mobilisations; actively encouraging membership of the Reserve Forces;
- support staff who are volunteer leaders in **military cadet organisations**, granting additional leave to attend annual training camps and courses; actively encouraging membership of cadet organisations; supporting local cadet units;
- support **national events** such as Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;
- support **Armed Forces charities** with fundraising and supporting staff and students who volunteer to assist;

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, our staff and our customers on how we are doing.