



## Stellantis 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:

**Stellantis UK**

Signed:

A handwritten signature in black ink, appearing to read 'J. P. Pouchet'.

Position: HR Director

Date: 19<sup>th</sup> April 2021



# 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, Stellantis UK and our subsidiary brands and entities 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 Stellantis UK recognise 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:

### *In our interactions with others*

- *promoting the fact that we are an armed forces-friendly organisation;*
- *advocacy across all our brands: encouraging all brands to adopt and support these measures, and to support our Covenant commitments;*
- *advocacy in the industry: promoting the Armed Forces Covenant and positive business behaviours across our retail network and UK supply partners; in our work and through the Mission Automotive initiative;*

### *In our own behaviours, and for our employees across all brands*

- *seeking to support the employment of Armed Forces Service Leavers, Service spouses and partners, where possible;*
- *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;*

### *In our interactions with the Armed Forces Community*

- *offering support to our local cadet units, where possible;*
- *working closely with Service Charities, to help them to help those most in need, including those who have left the Services wounded, injured or sick, through fundraising and events,*
- *to support the transition and resettlement of service leavers, providing vocational advice with CVs, interview skills and increase understanding of employment opportunities within the automotive industry;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish supported employment pathways for Service Leavers;*
- *aiming to participate in local Armed Forces Day activities; and to mark Remembrance;*
- *enabling volunteering opportunities for employees in support of military causes;*
- *endeavouring to offer discount to members of the Armed Forces Community on our products where possible.*

- 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.