



Baker Hughes

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.

Baker Hughes

Signed:

Position: Executive Vice President, Oilfield Equipment

Date: 7th October 2021

The Ministry of Defence

Signed:

Position: Climate Change and Sustainability Non Executive Director

Date: 7th October 2021

Baker Hughes



**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, Baker Hughes, 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 *Baker Hughes 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:*

Veteran Employment

- seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;
- working with HR and Hiring Managers to highlight roles that would fit the experience of a Veteran, and seek to post these roles on military recruitment sites;
- create a framework that connects the skills and experiences of a Veteran from their armed forces' background to functions and roles within the Energy Sector;
- introduce a mentoring scheme, that connects Veterans at the onboarding stage to a 'buddy' within the Veterans Employee Resource Group;

Reserves

- seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;
- to enable this Baker Hughes commits to their HR policy of offering 10 days paid leave in addition to annual leave, for Reserve Forces training;
- Support Employer Notification by reminding staff who you know, and may not know, are Reserves to ensure the Reserves HR database is up to date

Spousal/Partner Support

- endeavouring to offer a degree of flexibility in accommodating leave for Service spouses and partners before, during and after a partner's deployment;

- support and seek the employment of Forces spouses, partners and dependents demonstrated by signing up to Forces Families Jobs;

Promoting the business as a Forces Friendly organisation

- establishing and promoting the Baker Hughes Veterans Employee Resource Group, to create a community of military veterans, veteran leaders and allies who support and encourage veteran recruitment, career development, outreach, and retention;
- publish case studies to demonstrate the successful career transitions from the military to the civilian sector that Baker Hughes' Veterans have completed;
- highlight the unique experiences Veterans possess related to resilience and stress, provide training for Veterans in Mental Health First Aid, and promote them as a resource for the business to sign post employees to relevant resources;
- hold a business wide service for all Baker Hughes' UK employees on Remembrance Day;
- actively participate in Armed Forces Day through the running of internal events and webinars connected to the day;

2.2 We will publicise these commitments through our Veterans Employee Resource Group, and the Baker Hughes intranet site, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.