



Leonardo UK

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Signed on behalf of:

Leonardo UK

A handwritten signature in black ink, appearing to be "Clive Higgins".

Clive Higgins
Chair and CEO ad interim

14 June 2023

The Ministry of Defence

A handwritten signature in black ink, appearing to be "The Lord Lancaster".

The Right Honourable Brigadier
The Lord Lancaster TD VR PC

14 June 2023



Ministry
of Defence

The Armed Forces Covenant

An Enduring Covenant Between

**The People of the United Kingdom
His 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 **Leonardo 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 our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public including hosting a dedicated page on the Leonardo UK website, "Partnering with UK Armed Forces", and through sponsorship of the RAF Typhoon Display Team and the Royal Navy Black Cats Display Team;
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers;
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners before, during and after a partner's deployment;
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting an additional 10 days paid leave for annual Reserve Forces training; supporting any mobilisations and deployment;
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations; supporting local military cadet units with our STEM programme; recognising the benefits of employing cadets/ex-cadets within the workforce;
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;
- **Armed Forces Charities:** supporting Armed Forces charities such as such as, Military Wives Choir, SSAFA, sponsorship of the RAF Finding it Tough Programme and the Armed Forces Para-Snowsport Team with fundraising and supporting staff who volunteer to assist;
- **Networking:** maintaining a sense of community and support through a dedicated Armed Forces Network group
- **Reviewing:** regularly reviewing progress against the commitments we have made.

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.