



Thales 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.

Thales UK

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Position: **Chief Executive Officer Thales UK**

Date: 30th October 2025



The Ministry of Defence

Name: **Brigadier Kirsten Dagless OBE**
Position: **Head of Talent, Skills Learning & Development
Defence People Capability**

Date: 30th October 2025



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 **Thales 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.

When we talk about supporting the Armed Forces Community in Thales UK, we are including in this definition veterans, reservists, cadet force adult volunteers and service families.

As a minimum, we will seek to uphold the principles of the Armed Forces Covenant by:

- Promoting that we are an Armed Forces Community friendly organisation by:
 - Displaying the Corporate Covenant logo on our external website, our external recruitment website, and all relevant internal UK intranet pages
 - Publishing an Armed Forces Community policy outlining the support available to all parts of the community for use by employees and managers
 - Raising awareness of the Armed Forces Network which includes veterans, reservists, cadet force adult volunteers and service families, and their allies through internal and external communications and events in Thales UK
 - Continuing to support military charities as part of our charitable giving commitments including allowing employees to apply for grants for their local military charities through the Thales Community Investment Fund or donate directly through salary sacrifice.
 - Implementing a cadet force engagement strategy focusing on units local to our key sites
- Enabling employees who are active members of the Reserve Forces to:
 - Achieve their training commitments by providing at least two weeks paid leave, annually.
 - Receive company support when being mobilised, during mobilisation and on return from mobilisation that includes consideration for promotion whilst on deployment.

- Providing our cadet force adult volunteers with an additional two weeks Thales funded volunteering hours to support their training commitments.
- Offering flexibility, granting special leave for service families before, during and after a family member's deployment or during significant events not experienced by other families e.g. posting.
- Promoting our Armed Forces Network on key dates including Armed Forces Day, Reservists Day and Remembrance Day, as well as throughout the year in Thales UK
- Supporting the Armed Forces Network as part of our inclusion network with funding, resources, and communications support. The Armed Forces Network Chair and Deputy plus the Site Champions will receive extra Thales-funded volunteering hours to run the network.
- Promoting the Armed Forces Covenant with our key suppliers and providing support to those suppliers who wish to sign the covenant.
- In partnership with Career Transition Partnership, Forces Families Jobs and others, providing tailored routes into Thales roles with the intention of employing >100 Veterans, veterans, reservists, cadet force adult volunteers and service families per year where the business requirement exists.
- Offering mentoring/group coaching for individuals and groups in the Armed Forces Community as well as buddies through the Armed Forces Network throughout their career at Thales
- Track our veterans and reservists career trajectories to ensure they are progressing at the same rate as their other Thales colleagues and are recognised for the unique skills, experience and training they bring into the business.
- Supporting Wounded, Injured & Sick (WIS) service personnel who join us, including via our comprehensive Disability Policy. WIS service personnel and other Armed Forces Community members can also use our Workplace Adjustment Policy which supports our colleagues in meeting their health needs whilst fulfilling their role and meeting their career goals. Continuing to ensure a proportion of our Mental Health First Aiders come from the Armed Forces Community.
- Supporting those with caring responsibilities for veterans with our Thales UK Carers Policy

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 Armed Forces Community in Thales and our customers on how we are doing.