

# Our commitment to veterans

at Thales Australia  
and New Zealand



**At Thales Australia and New Zealand (TANZ), we are proud supporters of those who have served in the Defence Forces, recognising the valuable contributions veterans make to our workplace.**

We recognise veterans as anyone who has served a full-time or reserve period of service, of any length, with Australian allied defence forces.



**400+**  
Veterans

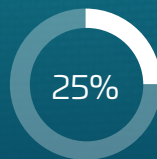


**55**  
ADF Reservists



Our people have served in the armed forces of

**11 nations**



**25%** of hiring managers are veterans



**Over 13%** of our current workforce has served, or continues to serve, in the military

**Our Veterans Committee serves to recognise, support and advocate for veterans**



Veterans Mentoring Program



30 days paid Reserve Leave



Veterans-specific Employee Assistance Program (EAP) resources



Support resources for employees transitioning from Defence



**RESPECT @ THALES**

# Andrew Downes

## Executive Sponsor Veterans Committee

One of the great things about Thales is the number of veterans who in so many ways are “still serving”.

That’s because the work we do here matters so much to our nation. It’s also because we want to be a company that enables veterans to still serve on with through Reserve leave or volunteering with organisations like Disaster Relief Australia.

I hope that at work we still maintain a sense of mission purpose and team focus. Others will look to you for your experience, judgement and perspective – especially when the going might get a little tough. I also know that not every one who has served will always associate that time with themselves going forward. Where ever we can, we should be an organisation that supports you in any way we can.

The centre of gravity of our efforts is the TANZ Veterans Committee, led by Nick de Bont. Fundamentally, the committee is about delivering on things that are relevant to our veterans’ community – you own this capability.



The best traditions of the Australian Defence Force, once you strip away all of the parades, uniforms and other trappings, has been best described as “robustly democratic”. That’s not a bad way to be at Thales either – willing to pitch in, open-minded and with an eye on your mates.

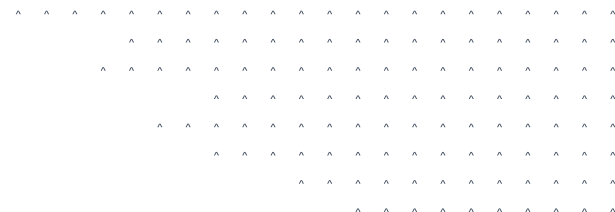
I hope this booklet is useful to everyone who, in their own different way, is still serving here at Thales.

# Nick de Bont

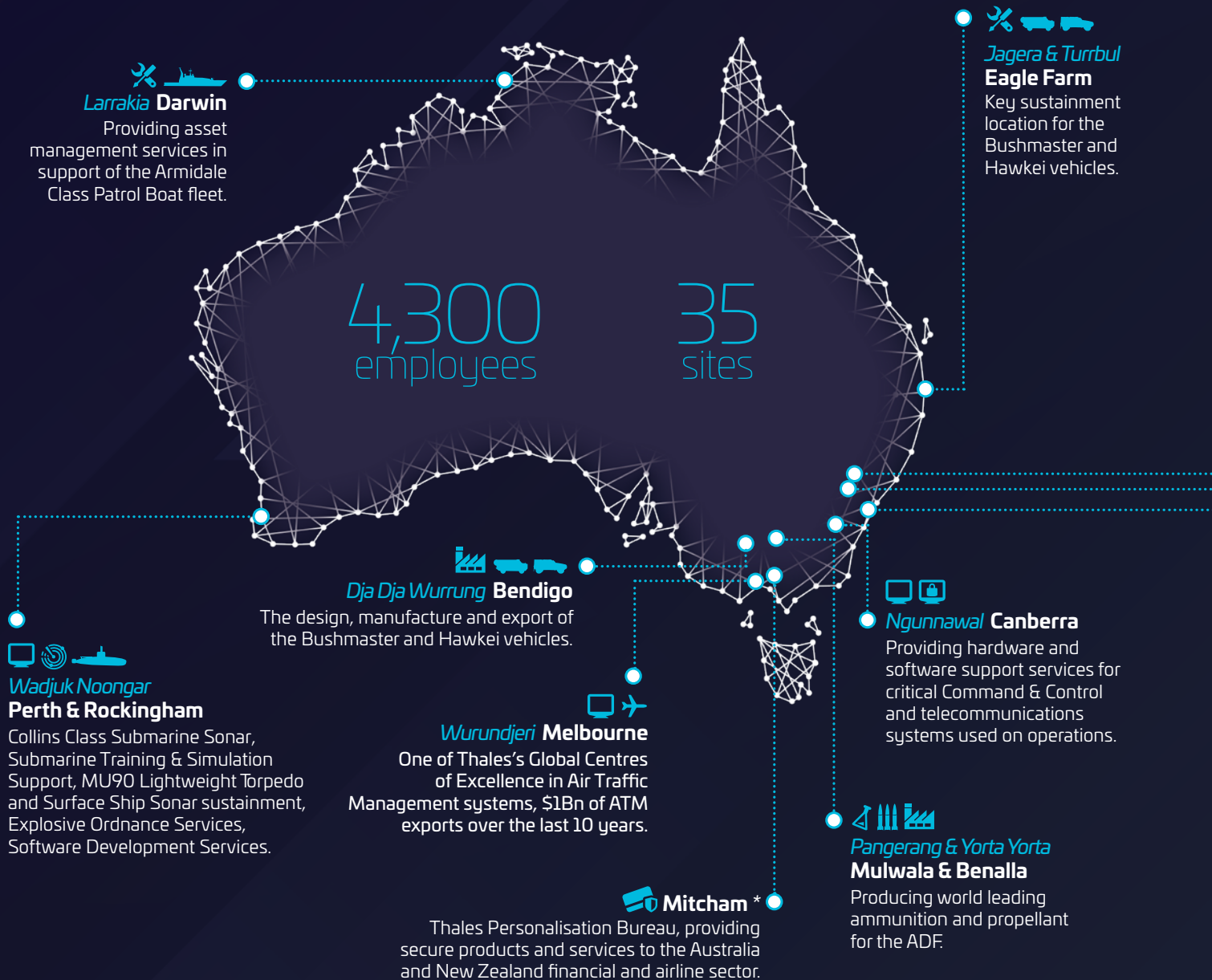
## Chair Veterans Committee

I’ve worked for Thales since 2019 and I’ve always been supported not only as a veteran, but also in my continuing service as a Colonel with the Australian Army Reserve. When not in uniform, my work at Thales has enabled me to continue to support the Australian Defence Force and the wider Commonwealth Government. The work Thales does makes a tangible difference to the men and women in uniform and that makes me very passionate about my role and the wider company.

As Chair of the TANZ Veterans Committee, I’ve had the opportunity to speak with many veterans who have joined Thales and hear about how their work enables them to continue to serve. I also regularly engage with Thales leadership and it’s uplifting to hear their unwavering support for veterans within Thales, and their desire to do more to support and attract those who have served.



# What we do and where we are



## PERTH, WA

Submarine support



## DARWIN, NT

Patrol Boat sustainment



## BENDIGO, VIC

Bushmaster and Hawkei manufacture



## BENALLA, VIC & MULWALA, NSW

Munitions manufacturing



# Who we are

Thales has long-standing and distinguished heritage proudly supporting Australia's soldiers on operations around the world - from WWI in Gallipoli, Fromelles and Pozières through to East Timor, Iraq and Afghanistan.

Our purpose, **to build a future we can all trust**, is underpinned by a strong sense of service, national pride and community spirit.

Our local team of 4300 people, across 35 sites, are passionate, hard-working, innovative and creative. As a team, we are united by our drive to deliver the safest and most trusted, capabilities and solutions that ensure our customers can make critical decisions without a moment's hesitation.


Globally, Thales's team of over 80,000 people, work together to make the world a safer, greener and more inclusive place now, and for future generations.

We provide careers and an environment that offers growth, development, flexibility and above all, inclusivity - balancing work while enjoying all life has to offer, we want you to feel safe and secure in bringing 100% of self. In addition to specialised offerings to the veteran community, we also have generous Parental Leave provisions, as well as leave that supports cultural traditions such as Sorry Business Leave.


As a veteran working at Thales, we will support you, nurture you and encourage you - whether this is your first job out of the military or your next step in a long civilian career. We have a great community of not only veterans, but also civilian employees who truly value your insight, your expertise and your learnings.

 **Wiradjuri, Gundungurra & Darug Lithgow**  
Manufactured the ADF's in service rifle for more than 110 years.

 **Wanaruah and Kamilaroi Myambat**  
Thales's Armaments Service providing end-to-end logistics for the provision, distribution and maintenance of ordnance.

 **Wann-gal Sydney Olympic Park**  
Thales ANZ corporate headquarters. Sales and support for Thales's Digital Information and Security group.

 **Gadigal & Awabakal and Worimi Garden Island, Waterhen & Newcastle**  
Ship repair and maintenance; dockyard management.

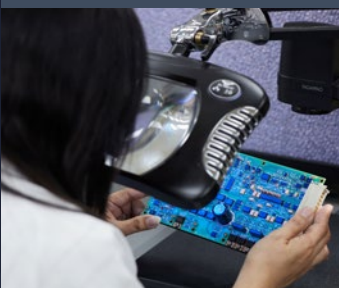
 **Darug Rydalmere**  
Design, manufacture and export of submarine sonar systems, anti-submarine warfare systems, mine countermeasures, secure communications, training and simulation.

 **Darug Orchard Hills**  
Thales's Armaments Service providing end to end logistics for the provision, distribution and maintenance of ordnance.

 **Tamaki Makaurau Auckland**  
Digital Identity and Security.

\* Traditional Owners have not been formally recognised for the land

**RYDALMERE, NSW**  
Sonar systems manufacture



**GARDEN ISLAND, NSW**  
Navy ship sustainment



**LITHGOW, NSW**  
Small arms manufacturing



**EAGLE FARM, QLD**  
Army vehicle sustainment



# The Thales Australia and New Zealand Veterans Committee

To ensure the interests, unique perspectives and challenges of veterans are understood across Thales, the organisation looks to the TANZ Veterans Committee.

The committee, comprised of those who have served in the armed forces, reports directly to senior leadership and has the ability to shape policy, drive initiatives and influence strategic decisions.

The committee also acts as a unified voice across the broader organisation; providing education, information and diverse perspectives to all employees on ensuring the Thales veterans community is seen, heard and represented.



**13**

**Committee members**  
based across different  
Thales sites



Years of service  
ranging from

**6 to 38**  
years



Committee Chair Nick de Bont with committee member Andy Kirkpatrick at the 2023 ANZAC Day Dawn Service at Villers-Bretonneux.

## Thales Australia and New Zealand Veterans Committee OBJECTIVES



### Giving back

How Thales gives back to the veteran community

Given the nature of Thales's work, and our long-standing and trusted partnership with the ADF, we consider it vital to make meaningful and impactful contributions to the veteran community. We invest 50% of our annual Corporate Social Responsibility budget to external veterans' charities and organisations; reviewing this regularly to ensure we're putting our efforts, funds and beliefs in organisations we, and the veteran's community, trust.



### Looking out

How Thales looks after veterans

The veterans committee provides a voice directly to TANZ leadership on how Thales can support veterans; both within, and outside, the organisation. The committee influences policy, shapes processes and allocates funding to explore and evolve initiatives that best serve the needs of this community.



### Shaping

Ensuring Thales is an employer of choice for veterans

We want 'Thales' to be synonymous with 'veteran employer of choice.' Our culture, mission, values and work are intrinsically linked with that of the Defence Forces; ensuring key similarities, while offering new opportunities. We work with organisations who have expertise in veteran's recruitment, attend Defence transition seminars and participate in mentoring, speaking and veteran engagement activities across Australia.

**These Objectives underpin all decisions and activities of the TANZ Veterans Committee**

# Our commitment to veterans in action

Helping veterans transition from service into the workforce behind the Defence Force.



## Best in industry Reserve Paid Leave Policy

One of the first initiatives implemented by the TANZ Veterans Committee was to lift Paid Reserve Leave provisions to 30 days; a best in industry standard. While the organisation has always been supportive of Reservists, this policy formalises allowances to ensure that leave balances are the least of people's concerns.

“Increasing Paid Reserve Leave provisions to 30 days was a priority for the committee. Supporting and enabling Reservists to continue their service is passionately felt across the organisation, evident by the enthusiastic adoption of this policy”

**NICK DE BONT** – CHIEF SECURITY OFFICER AND CHAIR OF TANZ VETERANS COMMITTEE



## Thales Australia and New Zealand Veterans Mentoring Program

TANZ is a top employer of veterans in the Defence industry with over 13% of our current workforce having served, or continuing to serve, in the military. Additionally, with 25% of Thales hiring managers being veterans, we know the value a veteran focused mentoring program would bring. The aim of the TANZ Veterans Mentoring Program is to support employees with the transition from Defence, and to help navigate areas such as skills development, career progression and utilisation of those ever important 'soft skills' honed through military service.



## Integration of veterans support with Thales Employee Assistance Program

We all have diverse needs, circumstances, influences and, on occasion, unforeseen experiences or life changes. The TANZ Veterans Committee, with the support of Executive Sponsorship, endorsed a range of measures specific to the veteran community to be integrated with our Employee Assistance Program (EAP), meaning that assistance is individualised and specific. Additionally, our EAP program is delivered by a veteran owned Australian business.



## Honouring veterans in the workplace

We honour veterans and their families through a range of initiatives which include: commemorative activities, educational seminars, attending offsite events and participation in fundraising activities. Veterans who join the organisation are presented with a TANZ Veteran pin. This pin signals they are a part of a community who still serves while highlighting that comradeship is still a part of your life at Thales.





Gavin Henry, proudly served in the Royal Navy, Royal New Zealand Navy and Royal Australian Navy for 18 years. Gavin is a Business Development Manager at TANZ and is pictured with his daughter at the ANZAC Day March in Sydney. Photo credit - Sydney Morning Herald



### Thales Australia and New Zealand Veterans Portal

The TANZ Veterans Portal serves as a repository of all-important information relevant to veteran employees at Thales, and includes: an overview of veterans committee members, commemorative events, points of contact, counselling services and not-for-profit charities that TANZ supports. It's the single source of truth where veterans can stay in touch, reach out, and obtain any information they need.



### Global veterans community

As a veteran at Thales Australia, you will also join a community of veterans across the globe. The TANZ Veterans Committee regularly engages with other committees within the Thales Group to share ideas, and discuss best practice.



### Veterans focused recruitment practices

In addition to our partnerships with organisations such as Soldier On, and our work with the ADF directly, the TANZ Veterans Committee have developed a recruitment training module that further explores and outlines the experience of veterans when transitioning from the military environment.

This module is delivered by Nick de Bont, Chair of the TANZ Veterans Committee, and topics include:

- **Military culture:** How this differs from what is experienced in most workplaces.
- **Wholistic review of military career:** Acknowledging this may be the 'first job' someone has applied for, and the nuances that must be considered when reviewing applications.
- **Resume 'gaps':** Particularly for spouses, recognising their partners deployments, and family commitments, may have resulted in career breaks.
- **Translation of military skills:** Highlighting the challenges that can be faced when veterans are asked to identify how skills transfer to the civilian world.
- **Terminology:** Identifying that some Defence terminology may not be familiar across various parts of the organisation and how to clarify intent/meaning.



## Reservists

ADF Reservists play an important role in the defence and protection of Australia's interests through: combat exercises and operations, humanitarian missions, disaster-relief activities, border protection patrols, and security tasks. To ensure that Reservists can continue to serve their country, while working full-time, they need to be part of an organisation that champions, supports, and, most importantly, understands their service.

Thales aspires to be a preferred employer of choice for veterans and those who continue to serve in a reserve capacity. There is support at all levels of the organisation for the ADF Total Workforce System (TWVS) and Thales provides flexible working arrangements that support employees who are Reservists.

We have a number of Reservists on the TANZ Veterans Committee, including the current Chair, Nick de Bont, who provides a voice for Reservists across the organisation; ensuring that any policy or initiative being implemented considers the needs of Reservists at Thales.

In addition to the skills and qualities Reservists bring to the organisation, there is also a benefit to the ADF, with Thales Reservists taking industry knowledge back into their ongoing military service.



Corporal Daniel Keighran, VC speaks with Australian Army soldiers deployed on Operation Kudu in the United Kingdom. Dan works for Thales Australia as the Key Account Manager, Joint Capability.

In addition to their service and training, Thales supports employees pursuing the opportunities available to Reserve members including the Prince of Wales Award and the Tasman Scheme for junior leaders. Thales has been recognised as an award winning Defence Reserve Supportive Employer by The Australian Defence Force.



### RESERVE LEAVE

TANZ provides 30 days of paid Reserve Leave; a best in industry standard.



### SUPPORT

Nick de Bont, Chair of the Thales Veterans Committee is a currently serving Army Colonel and is available to any current Thales Reserve member to provide support, guidance or advocacy as well as to assist with Thales Reserve Leave applications



### SUPPORTIVE EMPLOYER PROGRAM

Thales is a Gold Member of the Supportive Employer Program. This program recognises employers and businesses that go above and beyond to support their Australian Defence Force Reservist employees.



AUSTRALIAN DEFENCE FORCE  
RESERVES AND EMPLOYER SUPPORT

*We Support ADF Reserves*

“ The ADF provides Reservists direct skills and knowledge developed during military operations, exercises and training courses. These learnings, which include leadership, communication skills, and decision making, are utilised in a Reservists civilian careers and are an asset to any team and organisation.”

**NICK DE BONT** – CHIEF SECURITY OFFICER AND CHAIR OF TANZ VETERANS COMMITTEE



Scan the QR Code to see  
where your next role might be

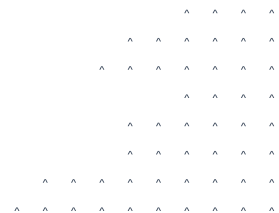


Matt Dodds joined the Royal Australian Navy in 2012 and continues his service as an active Reservist. Matt works at TANZ as a Business Development Manager.



# Who we partner with

Thales Australia and New Zealand proudly partners with charities and organisations who support those who have served, and continue to serve, Australia.



## Soldier On

Thales is committed to the ongoing employment of veterans and has signed the Platinum Pledge with Soldier On, which provides employment pathways for veterans and their families while transitioning from the Australian Defence Force into civilian life.



## Navy Clearance Diver Trust

Thales is a Gold Sponsor of the Clearance Diver (CD) Trust providing relief from hardship for CDs and their beneficiaries and programs aimed at preventing CDs from getting into hardship.



Image credit: Soldier On





Image credit - left, centre, right: Soldier On



## Legacy

Since 2008, TANZ has been a supporter of Legacy; one of Australia's oldest charitable institutions dedicated to caring for families of Australia's war veterans and their families. We are honoured to be involved in the care, compassion and support provided by Legacy.



Photo by Csmith Photography



## Veteran Employer of Choice

### Veteran Employer of Choice

Thales Australia has joined the Department of Veterans' Affairs Veteran Employment Commitment; demonstrating our continued dedication to providing employment opportunities and support to veterans and their families. As a recognised Veteran Employer of Choice, we honour and empower veterans as they transition into civilian life.

We have joined the Veteran Employment Commitment and been recognised as a **Veteran Employer of Choice.**



# Prior Preparation Prevents People Pondering Possibilities (the '6 P's)

It's never too early to assess your options and see what is available to you, and here's how we can help.

Rather than replicating internal Defence processes and resources, we'll strive to compliment these through our internal and external initiatives including: partnerships with veterans focused recruitment organisations, internal links to Defence specific support networks, and a strong veterans employee base who are always ready to support.

Some of the questions we've received from veterans transitioning from Defence.

**Q: How will my military skills translate to the civilian environment?**

**A:** This of course depends on the role, but ultimately, your experience and expertise in the military is invaluable. Skills and qualities that are relevant across all roles in the organisation include: leadership, resilience, teamwork, curiosity and initiative; all of which you've been trained in. Sure, it might be a little challenging at first to see how your role might translate into a business environment, but we'll be there to support you every step of the way.

**Q: I've never written a professional CV or participated in an interview – I'm a bit concerned that I'm at a disadvantage.**

**A:** We are well versed in the employment of veterans, so rest assured we know how to put you at ease throughout the process. Additionally, the recruitment team, and management, have been trained on how to review your service and experience; holistically. You won't be 'marked down' for your CV or the military specific examples you provide in an interview.

**Q: I'm used to variety in my role; posting regularly. Will this variety be available at Thales?**

**A:** One of the great things about Thales is that variety is assured. Thales is big on internal mobility and often, all you have to do is put your hand up (and get manager approval of course), to participate in opportunities both locally, and internationally.

**Q: The military culture is quite unique. Will there be any issues when making the move to Thales?**

**A:** Every new environment requires some sort of adjustment. However, unlike most organisations, Thales has a deep understanding of Defence language, acronyms, and the hierarchical structure; all garnered from a trusted, and long-standing partnership with Defence.



# Guidance from veterans for veterans

“My advice to veterans transitioning from the military environment, is to not sell yourself short. The skills they have gained in the military are extremely valuable; in particular the soft skills they gain from managing people in high pressure environments.”

**ANDY KIRKPATRICK**, SALES DIRECTOR, DIGITAL SYSTEMS  
SERVED IN THE ROYAL AUSTRALIAN NAVY FOR 30 YEARS



“What worried me about leaving the ADF was not having that great sense of purpose we enjoyed whilst in uniform. I was relieved to discover that there is no great secrets on the other side, everyone really is motivated to see those ships sail on time and in the best material state.”

**ANTHONY BURROWS**, DIRECTOR OF PROGRAMS, EAST  
SERVED IN THE ROYAL AUSTRALIAN NAVY FOR 21 YEARS

“It may not seem like it, but all the skills you gain in the military are transferrable and, while there are differences in the way work is conducted in the civilian environment, it's good to keep in mind that it's not 'better' or 'worse,' it's just different. Also, don't hesitate to jump head first into a project – you'll learn a lot in a short period of time.”

**NATASHA EDGAR**, SALES DIRECTOR  
SERVED IN THE AUSTRALIAN ARMY FOR 14 YEARS



“Transitioning is much, much more than a job. It's about looking after your mental health, spending quality time with your friends and family and looking after your health and fitness. Finding military-friendly employers, recognising your transferable skills and strengths, and having realistic expectations for yourself and those around you are all key in softening the landing when transitioning from the military.”

**GAVIN HENRY**, BUSINESS DEVELOPMENT MANAGER  
SERVED IN THE ROYAL NAVY, ROYAL NEW ZEALAND NAVY AND ROYAL AUSTRALIAN NAVY FOR 18 YEARS

“It is daunting to leave an organisation that gave you a sense of belonging and security however, Thales will give you that. This organisation will also give you a place where you can keep your military values and integrity, whilst gently transitioning from a military institution to a civilian environment. You will absolutely be supported in utilising the skills you acquired when in uniform, while adding new ones at the same time.”

**ALISON MILTON**, CONFIGURATION ASSISTANT  
SERVED IN THE BRITISH ARMY FOR 3 YEARS





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[thalesgroup.com](https://thalesgroup.com)

