



## Corporate Covenant

# The Armed Forces Corporate Covenant

Thales 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 Thales UK

Signed: 

Name: Victor Chavez

Position Held: Chief Executive

Date: 12 September 2014

**THALES**



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 Corporate 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 For over 40 years, Thales UK has played a major part in the global vision to make people, property and information safer and more secure. We research, develop, manufacture and supply technology and services to the UK's Aerospace, Defence, Security and Transportation sectors, and in doing so, play a critical role in safeguarding people and organisations in the UK and across the globe.

Behind the scenes, we support countless transactions, journeys, missions and communications, around the clock. For example, we supply equipment, technology and communication systems for a wide range of civil and military aircrafts, ships and land vehicles. We also protect an increasing number of organisations from the ever-growing threat of cyber attack.

Thales UK recognises the value serving personnel, reservists, veterans and military families bring to our business. As a minimum, we will seek to uphold the principles of the Armed Forces Covenant by:

- promoting the fact that we are an armed forces-friendly organisation by:
  - displaying the Corporate Covenant logo on our external recruitment website and any relevant internal UK intranet pages
  - raising awareness of the Reserve Forces through presentations and drop-in sessions at key sites and our Annual National Graduate Conference.
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- enabling employees who are active members of the Reserve Forces to:
  - maintain their training commitments by providing annual special paid leave arrangements as defined in the UK Special Leave Policy
  - get Company support when being mobilised, during the mobilisation and on return from mobilisation
- promoting Armed Forces Day through an internal communications campaign across our UK sites;
- building a Reservist network across all UK sites, with identified Reservist Champions in key locations.

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.

