



## General Dynamics United Kingdom Limited

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.

**General Dynamics United Kingdom Limited**

Signed:

Position: Chief Operating Officer GDUK

Date: May 17<sup>th</sup> 2018

**The Ministry of Defence**

Signed:

Name: Lt Gen Nick Pope

Position: Deputy Chief of the General Staff

Date: May 17<sup>th</sup> 2018

**GENERAL DYNAMICS**  
United Kingdom Limited



**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 General Dynamics United Kingdom Limited 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 General Dynamics United Kingdom Limited 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:

- Enhancing employee support for the Covenant through an informal Armed Forces Network which communicates through quarterly meetings and internal social media.
- Promoting the Covenant and the Employer Recognition Scheme through our website and social media, including explanation of our commitment to the Covenant in the induction brief to all new employees.
- Continue a programme of educational visits by Service units and training schools, including Army Apprentices.
- Arrange regular briefings to employees by the Army Engagement Group.
- Arrange educational visits by employees to military units/activities.
- Provide a presence at appropriate Service open days.
- Consider supporting local Reserve units' training pro bono.
- Promote the Defence Discount Card, available to all Service veterans, in employee communications.
- Have a presence at local Armed Forces Day events including sponsoring Armed Forces Day events, including the National Event when it is held in Wales. Publicise Armed Forces Day internally and fly the flag at our site.
- Support local Service initiatives and employer engagement governance through membership of the Wales Regional Employers' Engagement Group.
- Maintain a close relationship with the Career Transition Partnership through scheduled contacts with our recruitment team.

- Ensuring job specifications do not exclude or deter Service applicants through requirement for formal qualifications when equivalent relevant experience will meet the need.
- Participate in Service leavers' fairs, including annual events in Bristol and Cardiff, where possible with ex-Service employees on the GD stand to help in explaining the company and what we are looking for.
- Educate or assist the reviewers of CVs in understanding military skills and qualifications, through our employees' Armed Forces Network.
- Enable Service spouses to take leave to match their partners' military commitments.
- Offer special compassionate leave should the need arise.
- As part of our Reserves policy, offer up to four weeks' special paid leave to undertake Reserve training in addition to normal annual leave entitlement.
- Host annual on-site recruitment events for local Reserve units.
- Mark Reserves Day with a ceremony for employees at each of our sites and publicise via external and internal social media.
- Arrange annual employee challenge events.
- As part of our Reserves policy, offer up to two weeks' special paid leave to employees to undertake duties as Cadet Adult Volunteers in addition to normal annual leave entitlement.
- Arrange visits by cadet units to our facilities to stimulate interest in service in the Armed Forces or STEM-related employments. Consider sponsoring a cadet weekend or battlefield tour.
- Develop relations with military preparation colleges and arrange familiarisation visits to our sites
- Provide surplus office/IT equipment to local cadet units.
- Promote employee participation in Armed Forces Day events near our sites as well as sponsoring Armed Forces Day events taking place in our local communities.
- Continue to sponsor the Army Benevolent Fund' annual Early Christmas Fair.
- Support employees' efforts in raising funds for Service charities, sponsor a major Service charity function annually and contribute funds to Service charities, including SSAFA, ABF and Combat Stress, as determined by our Charities Committee.
- Offer support/sponsorship for Service workshops.

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.