

ARMED FORCES COVENANT

Equans' Commitment

The Armed Forces Covenant is a promise by the nation ensuring that those who serve or who have served in the armed forces, and their families, are treated fairly.

Equans recognises the value and skills serving personnel, reservists, veterans and military families bring to our business.

We will seek to uphold the principles of the Covenant by:

- Seeking to support the employment of veterans young and old
- Working with the Career Transition Partnership (CTP) and similar organisations, in order to establish a tailored employment pathway for Service Leavers
- Striving to support the employment of Service spouses and partners
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment
- Support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible
- Offering support to our local cadet units, where possible, either in our local community or in local schools
- Promoting the fact that we are an armed forces-friendly organisation
- Support Armed Forces Day



Pam Wright
Chief HR Officer