



# 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:

Developing, and actively promoting, a Policy specifically for reservists, veterans, and military families, to support recruitment, employment, special leave, mobilisation support and transition to civilian life

Developing and provide inclusive training material for hiring managers to encourage the recruitment of ex-forces and reservists

Assisting Service spouses & partners by supporting the employment of Service spouses and partners and providing flexibility in granting leave around deployment

Building strategic relationships with the CTP, Job Oppo and other Armed Forces focussed recruitment agencies

Pledging to obtain the Gold award in the Defence Employer Recognition Scheme by the end of 2027

Establishing an internal Employee Led Network within Equans to support ex-forces, reservists, and family members

Supporting Cadet organisations by encouraging and assisting our employees who are volunteers in military cadet organisations.

Supporting National Events and Armed Forces Charities, by recognising and promoting events and volunteering to support these days and charities



A handwritten signature in black ink, appearing to read "Pam Wright".

**Pam Wright**  
Chief HR Officer

