

BAE SYSTEMS

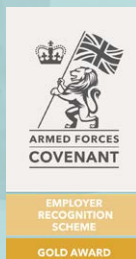
Supply Chain Sustainability Brochure

Supporting the Armed Forces Covenant



Supply Chain Sustainability

Partnering with Purpose



BAE SYSTEMS

The Armed Forces Covenant

Our Armed Forces put their lives on the line to keep us all safe. They do this vital job so that we can live our lives to the full. We are proud of our Armed Forces and proud of the role our highly skilled people play in supporting them.

BAE Systems has a long and proud history of supporting our Armed Forces- it lies at the very heart of what we do. We value the unique relationship we have with both serving members of the Armed Forces and Veterans and recognise the contribution that serving personnel, reservists and military families bring to our businesses. In 2013, we were the first Defence Company to sign the UK Armed Forces Covenant. We were also one of the first six winners of the MoD Employer Recognition Scheme Gold Award, which recognises an organisation's commitment to the Armed Forces Covenant. We are proud to have held this status continuously since the Scheme began in July 2014.

What does supporting the Covenant mean?

The Covenant is a voluntary pledge from businesses and charitable organisations who wish to demonstrate their concrete support for the armed forces community.

Its two principles are that, recognising the unique obligations of, and sacrifices made by, the Armed Forces:

- 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.

Since 2011, over 11,000 organisations have made a range of written and publicised promises to set out their support to members of the Armed Forces community who work in their business or access their products and services.

The level of support will depend on the size and nature of the organisation, but typically includes policies that encourage reserve service, support employment of veterans and service spouses/partners, and give the Armed Forces community a fair deal on commercial products and services. All Armed Forces Covenant pledges are signed by a person in authority who can ensure that commitments are implemented and maintained. Depending on the size and structure of an organisation, this could mean the Chief Executive, Chair or HR Director of a large multinational, the Chief Executive or Chair of a medium-sized company, or the owner or manager of a small business.

The starting point for an organisation in deciding what measures to support the armed forces you can take forward, perhaps in consultation with employees or customers from the Armed Forces community. These measures are then set out in an Armed Forces Covenant pledge. Armed Forces Covenant pledges can vary from organisation to organisation. Templates and more information can be found at:

<https://www.armedforcescovenant.gov.uk/>



“A pledge that together we acknowledge and understand that those who serve or who have served in the Armed Forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives”

UK Ministry of Defence (MoD)

How will the Covenant benefit my business?

Supporting the Armed Forces Covenant enables business to benefit from the vast wealth of experience, commitment, motivation and team skills that service leavers possess. Increasingly businesses today are encouraged to demonstrate their social impact and positive contribution to society and the Ministry of Defence for example asks that suppliers demonstrate expected social value in bidding for contracts. Supporting the Armed Forces Covenant is a measurable and mutually beneficial activity.

How can we support the employment of veterans?

Businesses may wish to:

- Work with the Career Transition Partnership, a high quality, no cost recruitment service for organisations seeking highly motivated and experienced veterans, who are leaving the Armed Forces.
- Implement guaranteed interviews schemes for veterans.
- Support the employment, where appropriate, of wounded, injured or sick veterans.
- Recognise military skills and qualifications when interviewing for new positions.
- Hold briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities for employment

More information is available at <https://www.ctp.org.uk/>

How can our business promote and advocate the Covenant?

You may wish to:

- Publicise your Armed Forces Covenant commitments through your website or by displaying a poster in your business.
- Display the Armed Forces Covenant logo to show that members of the Armed Forces community are welcome customers.
- Larger businesses may wish to support the creation of Armed Forces Community Groups and networks within their organisation.
- You may wish to celebrate Armed Forces Day as a business.

How can our business offer support to our local cadet units, either in our local community or in local schools?

You may wish to:

- Encourage your employees to be cadet helpers or instructors.
- Make company facilities and premises available for the use of the cadets.
- Offer support or sponsorship, either in cash or kind, to local cadet units.
- Contact your local Reserve Forces and Cadets Association for more information on opportunities for sponsorship.

More information about supporting the cadet movement can be found on the Reserve Forces and Cadets Association website.





Extract from the BAE Systems Supplier Principles – Guidance for Responsible Business:

Social Impact: "We want to make a positive social and economic contribution to the communities in which we live and work by contributing to activities and organisations that align with our business and having a diverse Supply Chain. We expect our suppliers to support these efforts."

In 2021/22 around 55% of our UK spend was placed with suppliers that have committed to the Armed Forces Covenant. Our supply chain is an integral part of our ecosystem and, because of that, we believe that our suppliers should share our values and aims. We therefore want to share our practices and encourage all of our UK suppliers to pledge their support and sign the Covenant.

For further information on the BAE Systems commitments, please refer to:

- The BAE Systems website: www.baesystems.com
- Our Commitment to the Armed Forces Covenant

For further reading, or to make your own business commitment to the Armed Forces Covenant, you may wish to refer to:

- UK Government Armed Forces Covenant guidance and information website
- To sign the Armed Forces Covenant and make your pledge

If you have any questions regarding the work we are doing, or if you wish to share some great practice, please get in touch with us at supplychainsustainability@baesystems.com or via the "share your idea" tab on the BAE Systems UK SME web page.

