

Supporting the defence family

Our commitment to the
Armed Forces Covenant



BAE SYSTEMS

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Forewords

In defence we have a clear and powerful purpose - we protect the nation and help it prosper. Our people are critical to our success and the reserve forces and cadet forces are essential to the defence community and real-world impact.

The 2025 Strategic Defence Review reiterated their importance whilst recognising the need to better utilise them to provide the scale, skills and workforce agility that will be needed. The Review recommended the need to increase the reserves forces by 20% and to expand the cadet forces by 30%.

I would like to emphasise how critical our defence partners are in helping support, maintain and deliver greater capability and capacity. This is a testament to BAE Systems, who as early signatories to the Armed Forces Covenant in 2013 and in maintaining the Gold Employer Recognition Scheme status they achieved in 2014, continue to work hard to develop people, ensuring they are managed, supported and thrive in their defence roles.

Everyone in the wider armed forces community has a role to play in helping defence achieve its goals and I ask that you all continue to support, nurture, and advocate for the reserve and cadet communities in particular. Together, we can achieve meaningful change and ensuring they are managed, supported and can thrive.

Major General Marc Overton CB TD DL VR,
Assistant Chief of the Defence Staff (Reserves & Cadets)



With growing and more complex threats to national security, business plays an increasingly important role in demonstrating active support for the armed forces. Committing to the Armed Forces Covenant is one key way for companies to do this.

As a founding signatory to the Covenant in 2013, we've held the Gold award status from the Ministry of Defence's Employer Recognition Scheme since 2014. BAE Systems in the UK is now home to more than 2,400 veterans and membership of our employee resource group for veterans, reservists, cadet force adult volunteers and allies stands at approximately 1,200. We're committed to helping our veterans resettle and develop their new careers in industry, as well as enabling our 150 reservists and the many cadet force adult volunteers in our business to fulfil their duties.

In the coming years we'll develop and grow our Armed Forces Covenant commitments and continue to partner with the Royal Air Force and Royal Navy in our education outreach programme in schools. We'll keep making a difference through our support for military charities and cadet organisations and we'll continue to encourage more businesses to pledge their support to the Covenant.

At BAE Systems we're proud to stand shoulder to shoulder with our armed forces community, past, present and future. The service and sacrifice of the men and women in uniform inspires us every day.

Gabby Costigan
Group Business Development Director and sponsor
of the Armed Forces Covenant at BAE Systems



“
Standing shoulder
to shoulder with the
armed forces.”

How we support our armed forces community

The Armed Forces Covenant is an important promise to support all those in active military service, as well as their families, veterans, reservists and cadet force adult volunteers. Since signing the Covenant in 2013, we revalidated our commitments in 2022 and refreshed them in 2025 to align with key objectives in the UK Government's Strategic Defence Review of June 2025.

To deliver on our commitments, in 2023 we developed a framework which draws together teams, plans and projects to support collaborative working across all BAE Systems' businesses in the UK. We set clear bi-annual objectives which ensure governance and transparent reporting and help us to be proactive in responding to the needs of the armed forces community.



“As a veteran of the Royal Air Force, leading the Armed Forces Covenant for BAE Systems is a privilege.”

Natalie Beck
Director, UK Government Relations

For more information about BAE Systems' support of the Armed Forces Covenant contact: natalie.beck@baesystems.com

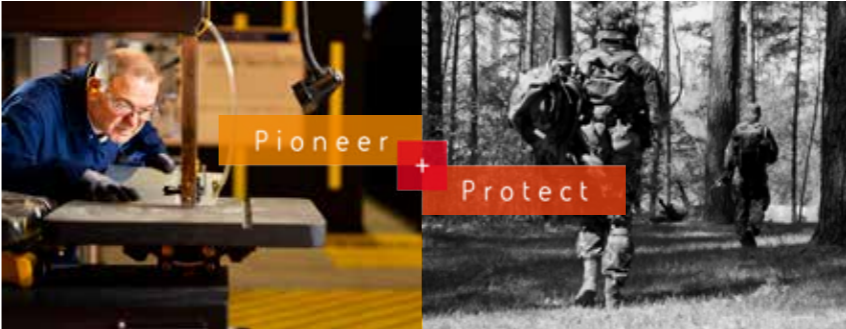
A workplace for veterans

Our ambition is to be recognised as the preferred home for service leavers and we work closely with the Careers Transition Partnership sponsored by the Ministry of Defence.

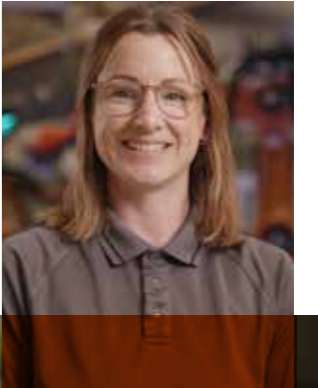
To support those leaving the forces we have:

- a team dedicated to recruiting veterans;
- ex-military personnel on hand to support hiring managers and attend interviews;
- coaching and mentoring programmes;
- a support network through our employee group, VetNet;
- mental health first aiders in all our businesses; and
- 24/7 counselling available through an Employee Assistance Programme.

We're committed to being a forces-friendly employer and proud that many veterans who join BAE Systems say they feel like they're part of the military family again. In 2025 we were jointly named 'Employer of the Year' in the British Ex-Forces Awards.



For career opportunities see: <https://careers.baesystems.com/life-at-bae-systems/veterans>



“Joining BAE Systems felt like being part of the military family again.”

Lee
Manufacturing Resource Leader and Royal Engineers veteran

Developing young people

We work with the armed forces, educators and communities to help young people build their confidence and skills. We do this by:

- delivering a nationwide interactive roadshow to schools in partnership with the Royal Air Force and the Royal Navy. Focused on STEM (science, technology, engineering and maths), the shows directly support the national curriculum and have engaged 1.3m+ pupils across the UK since 2005;
- providing our Cadet Force Adult Volunteers with 15 days' special paid leave to fulfil their duties;
- working with the Ulysses Trust since 2015 and with our support, the charity has helped more than 6,200 young people across 217 cadet expeditions, grow and develop through challenging adventures; and
- partnering with the Ministry of Defence and the armed forces to develop new apprenticeship standards that ensure our apprenticeship and graduate training programmes are of the highest quality. In 2025 BAE Systems was rated #2 in the Department of Education's Top Apprentice Employer rankings.



Photo credit Mike Wood



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Every week I see how much being part of the cadet force benefits young people in my town. The cadets is a brilliant leveller.

Kath
Senior Engineering Manager and Cadet Forces Adult Volunteer

Advocating for the defence community

As part of the defence community and as the largest defence and security business in the UK, we take seriously our role in advocating for the military.

We do this by:

- encouraging and supporting partner organisations and our suppliers to sign the Armed Forces Covenant by demonstrating its mutual benefit;
- equipping our employees to be ambassadors for our business and the defence family;
- demonstrating marking Armed Forces Day and Reserves Day; and
- reporting the broader value of defence, not only to national security, but to the UK's prosperity and growth.



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We are proud advocates of the defence community.

Amanda Wood
Director of Social Sustainability

Camaraderie in BAE Systems

VetNet
Supporting our Military Community

Launched in 2020, VetNet is our UK employee-led group that brings together and supports colleagues who are veterans, reservists and cadet force adult volunteers - and their allies. It now numbers more than 1,200.

Our VetNet community:

- helps service leavers as they transition into the Company;
- offers a forum for members to share and learn from each other's insights and experiences;
- provides mentoring, coaching and training;
- helps organise activities to recognise important events like Armed Forces Day and Remembrance; and
- plays an important role in helping our employees understand more about the Covenant and life in the military.



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VetNet is an inclusive network, promoting camaraderie and supporting the Armed Forces community through meaningful engagement.

Liam Andrews
VetNet co-chair and Royal Navy veteran

Valuing our reservists

As part of our commitment to the Covenant, we help our 150 reservists fulfil their duties and promote the benefits of being a reservist across our workforce.

We offer special paid leave to all our reservists of up to 15 days per annum and thereafter annual leave taken for reservist duties is matched by the Company. We also provide two days of special paid leave for employees who are immediate family members of mobilised reservists; one either side of mobilisation.



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Volunteering for the reserves is hugely rewarding. Knowing I have the full support of my employer is a win-win.

Adrienn
Senior Cost Estimating & Pricing Analyst and Royal Naval reservist



Proud to partner with military charities

We're committed to supporting serving personnel, veterans and their families and we proudly work with military charities to do this. Making a positive impact on the armed forces community and preserving the nation's military heritage is at the heart of our community investment activity.

Over the past five years, we've committed more than £18 million globally to the armed forces community, directly via donations and sponsorships, and through employee volunteering and fundraising.

In the UK, we support many military charities and their work including:

- the Open University's Disabled Veterans' Scholarships Fund which helps hundreds of veterans to gain new qualifications and pursue new careers;
- the Royal British Legion's Battle Back Centre and Admiral Nurse Service - a specialist service helping the Armed Forces community and their families living with dementia;
- Help for Heroes' 'No One Left Behind' campaign, providing life-changing support for very seriously injured veterans;
- the Royal British Legion Industries' Great Tommy Sleep Out, helping to raise awareness and funds for homeless veterans;
- Recruit for Spouses' coaching and mentoring programme which supports spouses and partners of serving armed forces personnel to have greater access to employment;
- the Winston Churchill Centre for Education and Learning at the British Normandy Memorial in France, which tell the story of D-Day and the Normandy landings; and
- the Battle of Britain Memorial Flight in a long-term partnership.



BAE Systems' sponsorship for our annual Great Tommy Sleep Out has helped to transform the reach of the challenge and what it achieves.

Lisa Farmer
CEO, Royal British Legion Industries

BAE Systems' employees helped complete an art installation at the British Memorial in France as part of the Standing with Giants project, commemorating the 1,475 servicemen who lost their lives during the D-Day operations.

