



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Finning UK Ltd

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.

Signed on behalf of Finning UK Ltd.

Signed:

S. Chapman

Stuart Chapman
HR Director

8th May 2014



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 Corporate Covenant

1.1 We Finning UK Ltd 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 Finning UK Ltd 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:

- *promoting the fact that we are an armed forces-friendly organisation: Implement a new Reservists Policy restating our commitment to full and part time members of the Reserve forces and would seek to publicise our Corporate Covenant on our website and display the Corporate Covenant logo to display to fellow staff and the community our commitment to being an armed forces-friendly organisation.*
- *seeking to support the employment of veterans young and old: We will establish links with the Career Transition Partnership in order to attract ex-military talent to Finning UK. We will support the employment of veterans by advertising relevant roles through the CTP and providing interview opportunities for those that meet the selection criteria for relevant vacancies. We will also work with specialist armed forces recruiters (eg Forces Recruitment Services) so that the ex-military talent pool can be tapped into effectively*
- *striving to support the employment of Service spouses and partners: We recognise that service spouses and partners play an important role in supporting their spouse/partner. Where the selection criteria is met we would consider offering an interview to spouses/partners for any vacant roles. Finning UK Ltd is located in a number of geographic areas throughout the UK. In circumstances where an employed service*

spouse/partner needs to move to accompany their partner we are committed to attempting to find suitable alternative employment within the business at another location wherever possible.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; We will endeavour to accommodate wherever possible requests for holidays from Service spouses where the holiday request aims to coincide either before, during or after a partners overseas deployment. In circumstances where employees undergo a bereavement or whose partner is injured we will consider granting special leave. The granting of such leave and it's duration will be reviewed on a case by case basis.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Following the implementation of a new reservist policy we will support their training by granting 2 weeks additional paid leave (paid as basic pay) per year for attendance at annual camps or other authenticated activities. Where deployment occurs we will grant special unpaid leave of absence and ensure continuity of employment occurs.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; Where possible we would make company facilities and premises available for the use of cadets.*
- *aiming to actively participate in Armed Forces Day; Seek to support Armed Forces Day by promoting the day through internal communications to raise awareness of all staff. We would also seek to use the logo on websites and posters throughout our branches.*

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.