



L3HARRIS TECHNOLOGIES U.K. GROUP

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: L3HARRIS TECHNOLOGIES U.K. GROUP

Signed:

A handwritten signature in blue ink, appearing to read "Graeme Mackay". The signature is written in a cursive style and is positioned above a horizontal line.

Name: Rear Admiral Graeme Mackay CBE (Rtd)

Position: VP L3 Harris UK

Date: 14 September 2021



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 Covenant

1.1 We **L3Harris Technologies U.K. Group** 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 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- promoting our work, activities and events through our own digital & social media channels as well as working with the press.
- publishing our Covenant pledge on a dedicated Covenant section/page on our web site.
- Seeking to support the employment of veterans young and old, supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers.
- supporting individuals who are transitioning out of the military with secondment opportunities so as to gain commercial work experience in industry.
- supporting the employment of Service spouses and partners.
- working with and advertising vacancies on Forces Families Jobs and Recruit for Spouses, as well as advertising widely in the Armed Forces Community.
- welcoming applications from, and guaranteeing interviews with, Veterans who meet the criteria in the job specification.
- welcoming applications from spouses/partners who meet the criteria in the job specification
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment

- Seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;
 - staff are actively encouraged to become Reservists
 - up to 10 days per year of special paid leave is available to attend annual training camps
 - accommodation of Reserve training commitments wherever possible
 - fully supporting and accommodating mobilised deployment of Reservist employees if required

- supporting our employees who are volunteer leaders in military cadet organisations, either in local community or in local schools, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.

- supporting Armed Forces Day by becoming an AFD partner, Reserves Day, the Poppy Appeal Day and Remembrance activities; Uniform to Work Day and any Flag Raising Ceremonies; assisting with case studies, stories and working to get them to press post; publishing stories on the web, social media, through our own membership and other networks as well as working with the Communications leads & the press.

- Encourage and support Armed Forces charities with fundraising and supporting staff who volunteer to assist.

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.