



Corporate Covenant

The Armed Forces Corporate Covenant

ESSAR OIL UK

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 **Essar Oil UK**

Signed:

Name: Volker Schultze

Position Held: CEO

Date: 3rd September 2014

Signed:

Name: Jon Mason

Position Held: Refinery Manager

Date: 3rd September 2014

ESSAR 
OIL UK



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 **Essar Oil UK** 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 **Essar Oil UK** 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;***
 - *We will publicise and promote our Corporate Covenant commitments at our UK locations through our corporate website.*
 - *We will encourage and support membership of the Reserve Forces through our reservist Policy.*
- ***Seeking to support the employment of veterans young and old;***
 - *We will develop our associations and strengthen our links with 170 (Infrastructure Support) Group Royal Engineers and the wider Regimental and service associations.*
- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - *In accordance with our existing Reserve Forces Policy we will be flexible and sympathetic to requests for leave before, during and after any deployment.*
- ***Seeking to support our employees who choose to be members of the Reserve Forces, by accommodating their training and operational deployments where possible;***
 - *In line with our UK policy employees who volunteer to become members of the Reserve will receive additional paid leave for their Annual Training over and above their annual leave entitlement.*
 - *We will undertake a partnership agreement with 170 (Infrastructure Support) Group Royal Engineers – 503 Specialist Team (Fuels Infrastructure) aimed at developing mutually beneficial training and development opportunities.*
 - *We will be proactive in accommodating reserve training wherever possible.*
 - *We will have a dedicated Reserve Liaison Officer (HR).*
 - *Wherever possible we will support the mobilisation of a reservist.*
 - *We will encourage reservists to participate in the Uniform to Work Day.*
 - *We will continue to support specialist training at the Stanlow Refinery site, subject to the appropriate procedures and authorisation being followed.*
- ***Offering support to our local cadet units, either in our local community or in local schools, where possible;***
 - *We will examine opportunities to support the Cadet Forces in our local community.*

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.