



Conduent

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:

Conduent Parking Enforcement Solutions Ltd.

Signed:  _____

Position: Regional Director _____

Date: 9 April 2020 _____

CONDUENT



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 Conduent 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 Conduent recognises the value serving personnel, reservists, veterans and military families bring to our business. Conduent are proud to promote the fact that we are an armed forces-friendly organisation. We will seek to uphold the principles of the Armed Forces Covenant, by:

- Supporting the employment of veterans, consisting of;
 - Working with the Career Transition Partnership (CTP)
 - Offering guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert.
 - Supporting the employment, where appropriate, of wounded, injured or sick veterans
 - Recognising military skills and qualifications when interviewing for new positions.
 - Holding briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities for employment within our business.
- Supporting the employment of service spouses and partners, consisting of;
 - Focusing recruiting effort on the Armed Forces community, such as advertising through 'service-friendly' recruitment agencies and service charities.
 - Offering guaranteed interviews to spouses/partners if they meet the selection criteria laid out in a job advert.
 - Committing to attempt to find alternative employment within the business/Sector in another location, if they need to move to accompany their partner.
- Offering flexibility in granting leave for service spouses and partners before, during and after a partner's deployment, consisting of;
 - Look sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family.

- Looking if special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.

- Supporting the employment of service members of the reserve forces, consisting of;
 - Accommodating training commitments wherever possible.
 - Accommodating mobilisation if they are required to deploy.
 - Encouraging participation in Reserves Day.

- Supporting the employment of service members of our local cadet units, either in our local community or in local schools, consisting of;
 - Encouraging employees to become cadet helpers or instructors.
 - Offering support or sponsorship, either in cash or kind, to local cadet units.

- Supporting active participation in Armed Forces Day and the United States equivalent, Veterans Day, consisting of;
 - Holding a themed week within our offices and supporting events in the local community.
 - Promoting the following of Armed Forces Day on Facebook and Twitter within our organisation, posting messages of support on social media sites and links to the Armed Forces Day website.

2.2 We will publicise these commitments through events within the communities where we provide services, within the literature we share both with our clients and in the industry sectors that we work and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our clients on how we can best continue to support this initiative.