

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, Welsh Water, 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 Welsh Water 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;*
 - Displaying our commitment to the Armed Forces Covenant both internally and externally
 - Launching our commitment to the Covenant through the Dŵr Weekly (internal communication) and other media
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
 - We have met with CTP to begin our journey to recruit from the Armed Forces talent pool.
 - To attend the CTP Jobs Fair (Bristol)
- *striving to support the employment of Service spouses and partners;*
 - Look to review the identification of individuals requiring support in this capacity through effective reporting.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
 - Highlighting flexibility at discretion of line Managers.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
 - Our Special Leave Policy reflects our commitment to reservists working for Welsh Water (10 days paid leave once 6 month probation completed).
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - Identify local cadet groups and look to offer career workshops. Invite into treatment works sites or to our visitor attractions.
 - Link with colleagues with established links with Cadet Groups.
- *aiming to actively participate in Armed Forces Day;*
 - Liaise with comms team and Send company-wide comms to remind colleagues of the day and to share photos with the comms team so that we can mark the occasion on social media etc.
 - Share events happening in the local community that marks the occasion
- *offering a discount to members of the Armed Forces Community;*
 - Welsh Water is a not for profit company, which means that we put every single penny we make straight back into keeping bills down.
- *any additional commitments Welsh Water could make (based on local circumstances).*
 - Work with local military prep training establishments and sited regiments to offer work experience.

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.