



Equinor 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:

Equinor UK

A handwritten signature in black ink, appearing to read "Alex Grant".

Alex Grant
UK Country Manager

2nd July 2024

The Ministry of Defence

A handwritten signature in black ink, appearing to read "Brian Trim".

Captain Brian Trim MBE Royal Navy
Secretary to the Chiefs of Staff

2nd July 2024



The Armed Forces Covenant

An Enduring Covenant Between

**The People of the United Kingdom
His 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, **Equinor 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 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant by:

- **Promoting** that Equinor UK is an Armed Forces friendly organisation.
- **Education:** Equinor UK will support colleagues transitioning from the Armed Forces in their continuous professional development.
- **Employment support to members of the Armed Forces Community:** Equinor UK will support the employment of veterans, and we will put in place reasonable adjustments to assist veterans with service related injuries.
- **Outreach:** Equinor UK will engage and participate in careers events to demonstrate the opportunities for veterans in Equinor UK.
- **Spouses, partners and families:** Equinor UK offers flexible working opportunities, where possible, and we will support Equinor employees who have spouses, partners and other family members in the Armed Forces.
- **Reserve Forces and Cadets:** Equinor UK will support our employees in the Reserve Forces to meet their Armed Forces commitments, and we will support members of our staff who chose to become Reservists and those members of staff who volunteer in support the Cadet Forces.
- **Civic responsibilities and national events:** Equinor UK will support national Armed Forces events and acts of remembrance.
- **Health Provision:** Our existing employment terms and conditions includes access to private health, dental and wellbeing support.

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 Armed Forces Community and our customers on how we are doing