



By signing this Covenant, we are committing to honour and support the Armed Forces community. We recognize the value that serving personnel, reservists, veterans, and military families bring to our business and our country.

Signed on behalf of Steer:

Name Sharon Daly

Position Director

Date 29 January 2025

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 Corporate Covenant

We, Steer, we 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

Steer is a global consultancy specialising in the critical services and infrastructure that make our world work. Our interdisciplinary teams and real-world insights with strategic excellence, commercial acumen, and technical expertise. We leverage the most advanced technology and data science.

From mobility to energy and technology to education, we're trusted to deliver powerful solutions that make a measurable difference – to our clients, the communities we work in and the world we share.

We recognise the skills and experience that serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

1. Creating an inclusive workplace

- **Unconscious bias training:** We are committed to ensuring that our staff undertake unconscious bias training to promote an inclusive and supportive working environment. This training will help us recognise and mitigate any biases that may affect our recruitment, retention, and development of Armed Forces personnel.
- **Personal Supervisor:** We will provide staff with a personal supervisor to support the individuals' career development, performance and personal wellbeing. They will guide them to suitable work, training and development opportunities.

2. Healthcare Support

- **Private Medical Care:** We offer all staff the option to take advantage of comprehensive private medical health insurance for themselves and their families.
- **Employee Assistance Programme:** we provide all colleagues to a 24/7 support service that can offer counselling, advice and support for all personal matters, health or otherwise.
- **Mental Health Support:** We have trained mental health first aiders within our offices to be able to recognise signs of distress, offer support, guidance and advice, bringing in other relevant colleagues as necessary.

3. Employment Support and Leave

- **Recruitment:** We will seek to support the employment of Armed Forces leavers, by advertising company vacancies through the Career Transition Partnership.
- **Special Leave Policy for Reservists:** We will support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible. Our special leave policy ensures that reservists can take additional leave for training and deployment without detriment to their employment.

4. Work Experience and Career Support

- **Work Experience:** We will welcome senior cadets to our annual work experience week to provide them with an understanding of consultancy business as well as wider support roles and provide them with a range of skills training.
- **Volunteering to support veterans:** We provide staff with both paid and unpaid volunteering leave and we will advertise opportunities for them to use this leave towards supporting the career development of Armed Forces veterans. This includes mentoring and offering career advice to help veterans transition to civilian employment.

5. Community Engagement

- **Awareness:** We will support Armed Forces Day, Reserves Day, the Poppy Appeal Day, and other relevant events.
- **Financial Support:** We will encourage our employees to participate in fundraising and volunteering activities to support the Armed Forces community.

We will publicise these commitments through our literature and / or on our website, setting out how we will seek to honour them and invite feedback from the Service community and our customers on how we are doing.