

A
Positive
Force

Contributing to a
sustainable future

ULTRA.

A
Positive
Force

ONE Ultra Forces Charter

An enduring covenant between

ULTRA.

..... and

All those who serve or have served in the Forces of the Australia, Canada, UK, USA and their families.

Our Forces defend and protect us at home and abroad. They sacrifice many of their civilian freedoms while doing so, often facing hardship and a risk of serious injury or death during the course of their duties.

We, the undersigned, commit to actively supporting our Forces Community – both Civil and Military. We recognise the value that serving personnel, veterans, and their families, contribute to our safety, our business, and defence of the regions in which we operate.

Signed on behalf of:

ULTRA.

Signed:



Name: Simon Pryce

Position: Chief Executive Officer

Date:



ULTRA

Supporting our Forces

Families play a vital role in supporting the operational effectiveness of our Forces. We believe that they deserve our respect, support, and fair treatment.

Those who serve in the Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage when compared to other citizens in the provision of public and commercial services.

We believe that special consideration is appropriate in some cases, especially for those who have given the most, such as the injured and the bereaved.

We believe this obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, like Ultra, and the actions of individuals in supporting the Forces.

Recognising those who have performed military and civil duty unites our community and demonstrates the value of their contribution.

We seek to demonstrate this in upholding this Charter across all of our operating territories including the UK, USA, Canada and Australia.



We at Ultra will endeavour in our business dealings to uphold the key principles of our Charter, which are:

- To recognise, respect and show gratitude of Service, by honouring the commitment and sacrifices made by the Forces Community**
- To take positive measures to prevent any disadvantage of the Forces community**
- To recognise that special treatment may be appropriate, especially for the injured or bereaved.**



Demonstrating
our commitment

At Ultra we innovate for a safer tomorrow.

We seek to be a leading partner that delivers outstanding solutions to our customers' most complex problems in defence, security, critical detection and control environments. It's by providing our customers with the insight, technology and services they need to perform at their best that we help them make the world a safer place.

Ultra works on the platforms, tools and technology that support our Forces, security services and allied partners, enabling them to perform at the highest level in all types of modern conflict in air, land, sea or cyber.

We value the relationship we have with our serving members of the Forces, veterans, and first responders and we recognise the value that serving personnel, reservists, veterans and their families bring to our business.

We will seek to uphold the principles of the Ultra Forces Charter, by:

Actively promoting that Ultra is a forces-friendly organisation

Forming a working group to develop an implementation plan and enable Ultra to commit to its Forces across all operating regions of Australia, Canada, UK and USA

Supporting membership of the Reserve Forces to our employees and within graduate and general recruitment activities

Seeking to support the employment of veterans

Actively working with career transition organisations to ensure employment opportunities are made available to veterans of all ages

Participating in selected Career Fairs in each of our territories for those leaving the Forces

Valuing and actively recognising Forces skills and qualifications when interviewing for positions across Ultra

Striving to support the employment of service spouses and partners

Attempting to find alternative employment at other worldwide Ultra locations if employees 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

Sympathetically review requests for holidays before, during, or after, a partner's overseas deployment, when the service person has leave to spend with their family

Consider special paid leave is appropriate for employees who are bereaved or whose spouse/partner is injured

Supporting Military and other Forces Charities

Actively seek to support Forces charities across our operating regions with a focus on community and employee engagement opportunities

Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible

Accommodate reservists' training commitments wherever possible

Provide up to 10 days per annum special paid leave in support of a reservists' training commitments where possible

Accommodate the mobilisation of our reservists if they are required to deploy wherever possible

Encourage any reservists in our business to participate in Reserves Day (or the equivalent in each of our territories)

Offering support to our local cadet units, either in our local community or in local schools

Engage with the Reserve Forces and Cadets Associations to identify opportunities

Encourage our employees to be cadet helpers or instructors, where practicable

Aiming to actively participate in days that celebrate our forces

Celebrate our forces in each of our territories via our Intranet and encourage our employees to participate in local events

Supporting an active reservist and veterans community network across Ultra territories

Create and encourage participation in a reservist and veterans network for our teams to give support, share knowledge and experience and help lead engagement with our Forces

Committed to a sustainable future

Our ONE Ultra Forces Charter shows our commitment to our military and other forces’ veterans, reservists and their families.

We are dedicated to being a forces friendly employer, supported by our diversity and inclusion agenda. As such, we will ensure that our Service personnel, veterans, and their families are treated fairly and are not disadvantaged as a result of their service. We have a duty across society, to recognise the dedication and sacrifice of our Forces Community, who enable economic sustainability by allowing the communities in which they serve to maintain their independence.

Our Charter supports our ASPIRE values and strategic priorities and is built upon our commitment to a sustainable future by engaging with our communities, striving to operate in a sustainable manner, minimising our environmental impact, and showing that we are an active positive contributor to our communities.

A Positive Force: Our Commitment

Why

The World matters to us, as does the impact we have on it. Whilst continuing to create and deliver value, we need to protect our planet and look after our employees and communities for a safer tomorrow.

What

A Positive Force demonstrates how sustainability is embedded throughout our business.

How

- A Positive Force inspires enthusiasm to deliver our sustainability goals across our three pillars:
- + Protecting our planet
 - + Supporting our people
 - + Giving back

Our Values

Innovating today for a safer tomorrow

Our values define the business we ASPIRE to be and reflect Ultra at its best. They are a guide for what we do and say – and the decisions we make every day.



Agile - we embrace change.



Sharing - we win as a team.



Performing - we are relentless about quality.



Innovating - we are open and questioning.



Rewarding - we love to celebrate success.



Empowering - we set people up to succeed.