



DEA Social Values Policy

Introduction

This policy outlines DEA's approach to social values which are at the core of our businesses' commitment to our people, other businesses, local communities and the environment.

Our core values *agility, trust, innovation, flexibility* and *ethics* underpin our approach to social values and our culture, brand, reputation and goodwill is built on these.

The contents of this policy will be reviewed annually and approved by the Board of Directors.

Policy brief and purpose

DEA's social value policy outlines our commitment towards measuring and managing the social value our organisation is creating. We understand that this process is important for three reasons:

- To be accountable to our stakeholders and ensure that we are taking responsibility for the role we are playing in their lives.
- To manage our activities to be able to maximise the social value we are creating.
- To enable best practice as an organisation.

Commitments

Across our four key stakeholder groups we are committed to:

People

- Creating and sustaining employment opportunities from apprenticeship right through to retirement
- The well-being, safety and security of our people, clients and neighbours
- The [Armed Forces Covenant](#) and our role in supporting serving, reservist and retired forces personnel and their families
- Promoting opportunities in particular for Women in Aviation through our Women's Network and commitment to the [Women in Aviation & Aerospace charter](#)
- Encouraging continuous training & development of our people and providing opportunities for all
- Employee engagement through regular feedback surveys and forums
- Equality, diversity and inclusion
- Ensuring fair pay for all employees

Other businesses

- Maintaining the highest standards as an aviation operator for safety, and having in place robust management systems throughout our organisation at all times
- Seeking and acting upon feedback regarding their interactions with our business
- The highest professional and ethical standards and being honest, open and transparent in our business dealings
- Building sustainable, long-term relationships with all our customers, partners and stakeholders
- Ensuring in our business dealings we uphold our Modern Slavery Statement and all our people adhere to our policies and codes of conduct
- Procuring goods and services that create work opportunities for local businesses, particularly where they are small or medium sized enterprises

Local communities

- Supporting selected local and national charities
- Raising aspirations and supporting skills development in our local communities, particularly through engagement with local schools, colleges and and joint cadet forces
- Being sensitive to our neighbours and the communities where we are based
- At least maintain our Defence Employer Recognition Scheme Silver award an act as a local ambassador and advocate as a committed employer of forces personnel

The environment

- delivering sustainable growth with a modern, efficient, environmentally advanced (running only JetA1 or SAF) and versatile fleet of aircraft
- Taking responsibility for our impact on our environment and using resources efficiently to reduce waste and maximise value
- Working in collaboration with other stakeholders and businesses to explore use of alternative fuels and propulsion technologies
- Our [Carbon Reduction Policy](#) and achieving net zero by 2050



**Women in Aviation
& Aerospace Charter**