



JSC Automotive Ltd t/a Rally Prep

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:

Rally Prep

Signed:

A handwritten signature in black ink, appearing to be "M. J. [unclear]".

Position: Director

Date: 14th June 2021



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 **Rally Prep** 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 **Rally Prep** recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant:-

In our interactions with others:

- Promoting the fact that we, along with our partner company, Watt Electric Vehicle Company, are an armed forces friendly organisation, to our staff, customers, suppliers, contractors and to the wider public.
- Advocacy in the automotive and motorsport industries: promoting the Armed Forces Covenant and positive business behaviours; including in our work within the Niche Vehicle Network and other trade bodies.

In our own behaviours, and that of our employees:

- Seeking to support the employment of veterans young and old, where possible recognising military skills and qualifications in our recruitment and selection process. By advertising vacancies through the Career Transitions Partnership and the Recovery Career Service.
- Endeavouring to offer a degree of flexibility in granting leave for service spouses and partners before, during and after deployment.
- Seeking to support our employees who are or choose to become members of the reserve forces; granting additional leave for training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists.

In our interactions with the Armed Forces Community:

- Endeavouring to offer a discount to members of the Armed Forces Community where possible.
- Aiming to participate in local Armed Forces Day activities, and to mark Remembrance.
- Working with Armed Forces charities, to help them to help those most in need, by fundraising and supporting staff who volunteer to assist.
- Facilitating the training of veterans, and service leavers in transition wherever possible.
- Advocacy in the development of new pathways to employment.
- Advocacy in the support of veterans and service people in transition in the South West.

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.