



Andron Facilities Management

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:

Andron Facilities Management

Signed: 

Position: Sales Director

Date: 09/07/2021



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 We **Andron Facilities Management** 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 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, by:

- **Promoting the Armed Forces:** Andron will promote the fact that we are an Armed Forces-Friendly organisation to our staff, customers, suppliers, contractors and the wider public. We will do so by proudly displaying the Armed Forces Covenant logo on our website and through regular internal and external communication on our social media and similar channels.
- **Veterans:** Andron are committed to providing an inclusive working environment for all and will support the employment of veterans within our organisation, recognising military skills and qualifications in our recruitment and selection process. We will work with the Career Transition Partnership (CTP) to support the employment of Service Leavers and will ensure we advertise all applicable vacancies via the CTP recruitment board.
- **Reserves:** Andron is committed to supporting our employees who are members of the Reserve Forces and will always give careful and fair consideration to requests made for leave for relevant training and development.
- **National Events:** Andron will support events dedicated to remembering and supporting those in the Armed Forces, such as Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our employees and our customers on how we are doing. We will continually review our progress towards our pledge to ensure we are providing the best possible support to members of the Armed Forces.