



**Corporate
Covenant**

The Armed Forces Corporate Covenant

ESS Support Services Worldwide

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 ESS Support Services Worldwide

Signed:

Name: Chris Garside

Position Held: Managing Director

Date: October 2013

ESS
Support Services Worldwide



Ministry
of Defence

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 Corporate Covenant

1.1 We ESS Support Services Worldwide 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 ESS Support Services Worldwide recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation by publicising our Corporate Covenant on our website and displaying the Corporate Covenant logo and our Commitments throughout the Company. We will also actively encourage other operating companies within our Group to participate in the Covenant scheme;*
- *seeking to support the employment of veterans young and old by advertising vacancies through the Career Transitions Partnership and the Recovery Career Service and by closely working with Resourcing Agencies specialising in the placement of ex Forces personnel;*
- *striving to support the employment of Service spouses and partners by offering as much local, flexible employment opportunities as business needs allow;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's*

deployment by giving due precedence to accommodating where practical the needs of such families when scheduling work rosters and holidays;

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible. We are committed to working with SaBRE and similar organisations to support their aims and develop Reservist friendly policies. We also undertake to encourage other operating companies within our Group to develop a similar approach to the employment of Reserves personnel;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day by providing appropriate resource and/or support to local – to our contracts - Armed Forces Day activities;*

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.