



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Insignia Resourcing Limited

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 Insignia Resourcing Limited

Signed:

Name: Phill Jones

Position Held: Director

Date: 17 June 2014



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 Insignia Resourcing Limited 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 Insignia Resourcing Limited 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;*

Insignia Resourcing Limited have an appreciation as to how hard it can be for our service men and women to find work when they leave the services hence we are a forces-friendly organisation. We would also actively ask our clients to participate in the Covenant.

- *seeking to support the employment of veterans young and old;*

As a Director in a small resourcing company we believe we should provide the best support to our veterans young and old and our role is to help them find suitable employment that matches their skill set and experience. We are here to help.

- *striving to support the employment of Service spouses and partners;*

We strive to give the best possible support, and also finding suitable employment for both service spouses and partners.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

At present we do not employ and staff that are married or are partners to our service men or women including reservists, however, should we in the future we would have no problems or issues with being flexible in granting leave when required.

- *aiming to actively participate in Armed Forces Day;*

As a company we would do our best to support the Armed Forces Day with emails to our clients as well as promoting the day on our company website and literature.

- *offering a discount to members of the Armed Forces Community;*

We would be delighted to offer any organisation a percentage discounted resourcing fee for anyone who participates in the Armed Forces Covenant.

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.

We would be honoured to openly advertise the support of the Armed Forces and that we support the Covenant on our website, literature, email signature blocks and through our LinkedIn profiles, Facebook and Twitter. Any opportunities we advertise we would also be happy to advertise that we support the Armed Forces Covenant to show business out there the importance of supporting the British Armed Forces.