



Corporate Covenant

The Armed Forces Corporate Covenant

Ubi-Tech (3R) Ltd

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 Ubi-Tech (3R) Ltd.

Signed:  →

Name: Richard Lee

Position Held: Operations Director

Date: 23 January 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 **Ubi-Tech (3R) Ltd.** 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 **Ubi-Tech (3R) Ltd.** 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;*
 - *The principle directors are all ex-armed forces and the company was established primarily to retrain people leaving the armed forces to prepare them for a civilian career in the telecoms industry*
- *seeking to support the employment of veterans young and old;*
 - *By introducing them to our network of contacts within the telecoms industry*
 - *By helping them with their CV writing*
 - *By providing a support network after they have completed the course*
 - *By advertising any vacancies with the CTP*
 - *By forwarding their CVs to our customers in the telecoms industry*
- *striving to support the employment of Service spouses and partners;*
 - *We would readily employ a Service spouse or partner*
 - *Always consider offering an interview to spouses/partners if they meet the selection criteria laid out in a job advert. This would not constitute the guarantee rather the offer of an opportunity to prove themselves in an interview.*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
 - *By being sympathetic to requests for leave/absence from work*
 - *Consider if special leave is required in the event of bereavement or injury*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *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;*
 - *Become a Armed Forces Day Partner and use the logo on bags, clothing and websites.*
 - *Hold an Armed Forces themed week in our office and support the events in our local community.*
 - *Follow Armed Forces Day on Facebook or Twitter, post messages of support on social media sites and link to the Armed Forces Day website*
- *offering a discount to members of the Armed Forces Community;*
- *any additional commitments **Ubi-Tech (3R) Ltd.** could make (based on local circumstances).*

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.