



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Associated Telecom Solutions

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of Associated Telecom Solutions
Signed:

Name: Mark Trafford

Position Held: Sales Director

Date: 18th November 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.

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Section 1: Principles of The Armed Forces Corporate Covenant

1.1 We, Associated Telecom Solutions 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 Associated Telecom Solutions 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;*

Through our dedicated brand ForcesFones www.forcesfones.co.uk Promotion through Hive sites and open days.

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

Initially we are looking to recruit ambassadors / agents on every military base in the UK, full or part time positions.

Striving to support the employment of Service spouses and partners; Engagement of on base personnel in promotional activities and looking to recruit ambassadors / agents on every military base in the UK, full or part time positions.

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

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As with all our employees and self-employed personnel we are sensitive to daily life issues and seek to accommodate flexible working policies wherever possible.

- *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;*

Our forcesfones initiative is primarily for families and we will have advisors visiting bases to sit down with families discussing options to get the most from their phones whilst keeping costs down.

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

We will actively participate and take advice from our base ambassadors as to what initiatives we can help with.

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

Unique discounted packages for Mobile phone, Landline and Broadband.

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 invite feedback from the Service community and our customers on how we are doing.

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