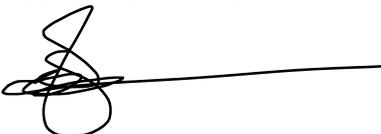# The Armed Forces Corporate Covenant

ExFor+

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 ExFor+

Signed:

Name: Simon Adams

Position Held: Director/CEO/Founder

Date: 14/09/2015

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.   We ExFor+ 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   ExFor+ recognises the value serving personnel, reservists, veterans and military families bring to our business and communities. 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 recruiting from the Veteran and ex-public services communities"

- *providing a guaranteed interview for veterans young and old, in order to establish a tailored employment pathway for Service Leavers, providing direct employment opportunities;*

   " As we aim to be staffed by Veterans to provide advice and guidance to Veterans and their family members all veterans from the Armed forces and public service sector, will be guaranteed an interview"

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

   " We will also be engaging with the civilian community and this is where spouses will also be included as they will be employed to provide advice and guidance and support to the civilian populous thus providing a direct link to the civilian communities"

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

   " Being the Director/CEO/Founder of ExFor+ and having been medically discharged from service. It is only for my family being able to be with myself when I was going through my medical difficulties that enabled me to move forwards. Families will be treated with the upmost respect and provided with the flexibility to support their partner or spouse that is either in service or Veteran"

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

" The majority of our staffing will be from the Veteran community, but there is no restriction to those serving within the reserve forces to also apply and receive a guaranteed interview, the reserve forces are becoming a more valuable part of the UK's Armed Forces capabilities. ExFor+ will be forever flexible to allow for training and deployment.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

" Prior to joining the Armed Forces I as the Director/CEO/Founder of ExFor+ engaged as a cadet with the ACF. Many young people will have and be dedicating their lives from a very early stage to the direction of joining HM Armed forces, with this we will provide not only educational support, but we will also provide advice and guidance from individuals having time served"

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

" We will hold all appropriate silences for memorial days and also advertise our support and activities for the participation of Armed Forces Day"

- *providing additional support that ExFor+ are able to offer as the organisation grows, where possible;*

" We will do all we can, to support the serving and veteran communities"

- *providing a connection to the civilian community to aid integration and a smooth transition from service to civilian life;*

"Veterans will be directly involved in the provision of advice and guidance to all within the local communities in which they work"

- *providing support for all veterans and their families through all difficulties, be these by way of Physical/Mental health rehabilitation/on going support and education.*

" Through the pledges above, we will always support the outlined groups as much as we can"

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 and our customers on how we are doing.