



Corporate Covenant

The Armed Forces Corporate Covenant

Khulisa

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 Khulisa

Signed:

Name:

Simon Fulford

Royston Brett

Position Held:

Chief Executive

Armed Forces Champion

Date:

9/10/15.

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, Khulisa, 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 Khulisa 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;*
- *seeking to support the rehabilitation and resettlement of veterans, young and old, who end up in the criminal justice system;*
- *striving to support the children and spouses of Ex-Service Personnel, especially those at-risk of violence, offending, disengagement or who may be vulnerable;*
- *developing and offering tailored programmes that address the specific needs of veterans in the criminal justice system and their families;*
- *working positively and proactively in partnership with other organisations who help and support the Armed Forces community;*
- *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 and other local and national events aimed at supporting and celebrating the Armed Forces community;*

[We would encourage you to sign up to as many of the above as appropriate to your business.

Please amend to provide details of how you intend to meet each commitment.]

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.

2.3 Details of our specific programmes and services aimed at supporting the Armed Forces community include:

- *offering a tailored version of our signature Silence the Violence programme to veterans in the criminal justice system;*
- *offering our Face It programme to children of Service Personnel who may be vulnerable or at-risk;*
- *offering appropriate programmes of support to the spouses of veterans who meet our criteria;*
- *providing mentoring support to veterans in the criminal justice system;*
- *developing new programmes and services in partnership with other organisations that use our passion and expertise to best meet the needs of veterans in line with our vision, mission and values.*