The Armed Forces Corporate Covenant

FSI Europe 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: FSI Europe Limited

Signed: 

Name: Major (retired) Daniel G F O’Donnell

Position Held: Managing Director

Date: 22 October 2013
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 FSI Europe 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 FSI Europe 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;

  We will:

  - Publicise our Corporate Covenant commitments through the FSI Worldwide website.
  - Display the Corporate Covenant logo as much as possible on all printed and electronic documents.
  - Honour Armed Forces Day as a business and support where possible.
  - Seek to continue to be, and maintain our reputation as the first ‘point of call’ for all Gurkhas and their dependents seeking employment and residing within the UK.

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

  We will:

  - Work with the Career Transition Partnership to find and potentially employ highly motivated and experienced veterans, who are leaving the Armed Forces.
  - Always consider offering an interview to veterans, young and old, if they meet the selection criteria. This would not constitute the guarantee of a job, but rather the offer of an opportunity to prove themselves in an interview.
  - Support the employment, where appropriate, of wounded, injured or sick veterans.
  - Recognise military skills and qualifications when interviewing for new positions.
  - Hold briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities for employment in our business.
  - Continue to work with the excellent initiatives such as ‘Skills for Logistics’ and ‘Recruiting for the Construction Industry from the Armed Forces’ which seeks to match individual’s skills and experience with those required by industry and offer conversion training, a work placement and guaranteed interview.
  - Advertise all jobs with the CTP and seek to interview at least one ex-service person for every vacant position.

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

  We will:

  - Focus recruiting effort on the Armed Forces community, such as advertising through ‘Service-friendly’ recruitment agencies and Service charities and focus
efforts specifically within the Nepali community whose potential is vast and yet remains largely untapped.

- 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 of a job, but rather the offer of an opportunity to prove themselves in an interview.

- Endeavour to attempt to find alternative employment within the business or with other strategic partners in another location, if they need to move to accompany their partner.

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

We will:

- Look sympathetically on requests for holidays before, during or after a partner’s overseas deployment, when the Service person has leave to spend time with their family.

- Consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.

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

We will:

- Encourage any reservists within FSI to participate in Uniform to Work Day.

- Accommodate our reservists’ training commitments wherever possible. We will offer additional unpaid leave in this instance.

- Accommodate mobilisation of our reservists if they are required to deploy. In return, we expect that reservists declare themselves as such in order to help plan deployments and other periods away from the work place in advance.

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

We will:

- Encourage our employees to be cadet helpers or instructors.

- Make company facilities and premises available for the use of the cadets.

- Offer support or sponsorship, either in cash or kind, to local cadet units.

- Contact our local Reserve Forces and Cadets Association for more information on opportunities for sponsorship.

- aiming to actively participate in Armed Forces Day;
We will:

- Hold an Armed Forces themed week in your store or office or support the events in your 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.