



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

Fastnet Estates 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: Fastnet Estates Limited

A photograph of a handwritten signature in black ink on a light-colored surface. The signature is cursive and appears to read "Alec Mann".

Name: Alec Mann

Position Held: Director

Date: 12/09/14



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 Fastnet Estates 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 Fastnet Estates 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;*
- *seeking to support the employment of veterans young and old;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *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;*

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them.

**Fastnet Estates Limited**  
**HR statement of support for employees who are Reservists**

1.1 It is the policy of Fastnet Estates Limited to support the operations of the UK Armed Forces and to enable employees who are, or who wish to become, Reservists to support their respective Armed Forces Unit without prejudice to their employment.

1.2 The Company will not intentionally disadvantage employees who are Reservists and it is therefore expected and recommended, that employees will notify the company of their Reserve status.

1.3 The company will endeavour, where operationally feasible, to release Reservists for attendance at Reserve Forces training events where these take place on their normal working days. Reservist employees should give as much notice as possible, but normally no less than four weeks, to allow appropriate planning. All requests must be made in writing to their line supervisor or manager.

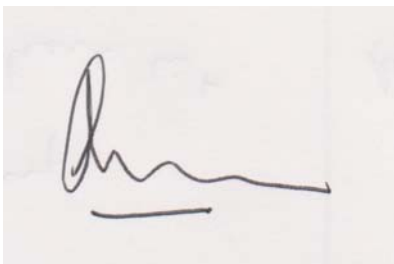
1.4 Approved applications will normally be limited to 10 days per annum of Special Paid Leave. Requests for leave in addition to this figure may be considered but are subject to operational considerations.

1.5 If a Reservist employee is Mobilised for operational service, the company will continue to treat the contract of employment as operable during the period of mobilised service so that there will be no loss of continuous service within the company. Entitlement to annual leave will not however accrue during this period as the Reservist employee will be both paid and be entitled to annual leave from the MOD.

1.6 Following a period of mobilised absence the company will comply with current legislation (Safeguard of Employment Act 1985) regarding the employees return to work. The Reservist however must initiate the request to return to work in accordance with the requirements of the Act.

1.7 Under the same process the company will also favourably consider requests for time off for training to those employees who are Cadet Force Adult Volunteers. In this case the support will be 10 days per annum of Special Paid Leave.

Signed on behalf of: Fastnet Estates Limited.



Alec Mann  
Director  
Date: 12/09/14