



**ARMED FORCES  
COVENANT**

# Cowley Groves & Company Limited

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**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, our country and our Island.**



# The Armed Forces Covenant

An Enduring Covenant Between

The People of the British Isles

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 Covenant

1.1 We **Cowley Groves & Co Ltd** 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 **Cowley Groves & Co Ltd** 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;*
- *recognising that no Service personnel should be placed at any disadvantage in the purchase or rental of property;*
- *offering the full facilities of the Company to Service related clients, recognising that in some cases there may be geographical constraints;*
- *committing to prioritise support for injured or wounded Service personnel;*
- *prioritising our support to bereaved dependants;*
- *striving to support the employment of Service spouses and partners;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
- *seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;*
- *offering support to the cadet units, in our local community;*
- *supporting Armed Forces Day;*
- *continuing our established support to The Royal British Legion Isle of Man Poppy Appeal;*
- *offering a discount to members of the Armed Forces Community;*

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

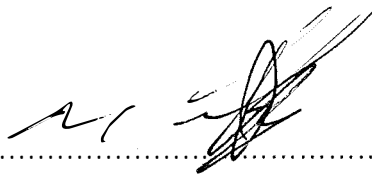
The Signing of  
Cowley Groves & Company Limited Armed Forces Covenant  
At the Isle of Man Civil Engagement Dinner  
Friday 11<sup>th</sup> March 2016

**Signed on behalf of Cowley Groves & Company Limited**

**Name:** Mr Mark Canty

**Position:** Director, Cowley Groves & Company Limited, Isle of Man

**Signed:** .....



**Signed on behalf of the Armed Forces Community**

**Name:** Colonel P Harrison

**Position:** Deputy Commander, Headquarters 42nd Infantry Brigade and Headquarters North West

**Signed:** .....



**Name:** Colonel M C H Underhill OBE

**Position:** Chief Executive, North West Reserve Forces' and Cadets' Association of England and  
Isle of Man

**Signed:** .....

