



**Corporate
Covenant**

The Armed Forces Corporate Covenant

MERCURY ELECTRONIC WARFARE LTD

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 Mercury Electronic Warfare Ltd:

Signed: 

Name: Tim Stevens

Position Held: Director

Date: 30th Jan 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

1.1 We, Mercury Electronic Warfare 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 Mercury Electronic Warfare 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;
 - We will publicise our Corporate Covenant commitments through our website or any other suitable medium.
 - We will display the Corporate Covenant logo on our website to show members of the Armed Forces Community are welcome customers.
- seeking to support the employment of veterans young and old;
 - We will utilise the expertise of the Career Transition Partnership (www.ctp.org.uk) and our local Regular Forces Employment Association (RFEA) for the provision of recruitment services when seeking highly experienced personnel who are leaving the Armed Forces.
 - We value specialist military skills and experience when interviewing for new positions.
- 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;

- We will enable employees who are active members of the Reserve Forces to maintain their training commitments by providing special paid leave arrangements.
- 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;
 - We aim to become an Armed Forces Day Corporate Partner and use the logo on our website, posters, and marketing material.
- Supporting charitable causes related to the Armed Forces;
 - We will offer support to employees raising sponsorship in aid of charities related to the Armed Forces.

2.2 We will publicise these commitments through our literature and/or on our website.