



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Metcalfe Farms Haulage 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: **Metcalfe Farms Haulage Ltd**

Signed: 

Name: Denise Read

Position Held: Compliance and Human Resources

Date: 17/12/15



**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 at **Metcalfe Farms Haulage 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 **Metcalfe Farms Haulage 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;**
 - *Publicise and displaying our commitment to the armed forces and this corporate covenant through our website, Facebook page and newsletters to our nationwide employees*
 - *Continue to maintain the relationships created when we signed up for SaBRE (supporting Britain's Reservists and Employers) which is a Ministry of Defence (MOD) campaign that supports the relationship between employers and Reservists*
- **Seeking to support the employment of veterans young and old through;**
 - *Working with the Career Transition Partnership (CTP),*
 - *Always considering offering interviews to veterans young or old, if they meet the selection criteria laid out in the job advert. This would not constitute the guarantee of a job, but the opportunity to prove themselves in an interview*
 - *Recognise military skills and qualifications when interviewing for new positions.*

- ***Striving to support the employment of Service spouses and partners;***
 - *Always considering offering interviews to service spouse and partners, if they meet the selection criteria laid out in the job advert. This would not constitute the guarantee of a job, but the opportunity to prove themselves in an interview.*

- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - *Looking sympathetically on requests for holidays before, during or after a partner's deployment overseas.*
 - *Consider whether special paid leave is appropriate to employees who are bereaved or whose love 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;***
 - *Accommodating our reservists' training commitments wherever possible.*
 - *Accommodating the mobilisation of our reservists if they are required to be deployed.*

- ***Aiming to actively participate in Armed Forces Day;***
 - *Follow Armed Forces Day on Facebook or Twitter, post messages of support on social media sites and link to the Armed Forces Day website.*

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.