



Corporate Covenant

The Armed Forces Corporate Covenant

Mouchel 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 Mouchel Limited

Signed:

Name:

Ruth Mundy

Position Held:

Group HR Director

Date:

23 April 2015

mouchel 
building great relationships



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 Mouchel 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 Mouchel 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 through;*
 - *our corporate website; and*
 - *displaying the Corporate Covenant logo on external and internal communication materials.*
- *seeking to support the employment of veterans young and old through;*
 - *continuing to Work with the Career Transition Partnership to promote our job opportunities to veterans who are leaving the Armed Forces; and*
 - *our Diversity & Equality Policy and Recruitment & Selection HR Code of Practice, which aim to appoint the best person for each position based on individual merit and ensure equality of opportunity for all applicants.*
- *striving to support the employment of Service spouses and partners through;*
 - *committing to attempt to find alternative employment within the business 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 through;*
 - *our Special Leave HR Code of Practice which has been designed to recognise the fact that there will be occasions when employees need time off for family emergencies, compassionate leave or armed service commitments.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible through;*
 - *our Special Leave HR Code of Practice (as above) which also includes an explicit provision for the support we offer for 'Reserve Forces Service'.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible through;*
 - *engaging with the Reserve Forces and Cadets Association to identify opportunities where we may be able to provide support.*
- *aiming to actively participate in Armed Forces Day through;*
 - *Promoting Armed Forces Day via our intranet and encouraging our employees to participate in Armed Forces Day local events.*

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.