ARMED FORCES
COVENANT

Waves Training Solutions 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:
Waves Training Solutions Limited

Signed:

Name: Mrs Louise Whiting

Position: Managing Director

Date: 1 April 2016

Waves
Training Solutions Ltd

Signed on behalf of:
Ministry of Defence

Signed:

Name: Lieutenant General Andrew Gregory CB

Position: Chief of Defence People

Date: 1 April 2016

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 Covenant

1.1 We, Waves Training Solutions 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 Waves Training Solutions 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 by:
  - publicising our Corporate Covenant and displaying the logo on our website and various recruiting materials
  - ensuring that all members of the Waves team are fully aware of our commitment to the Armed Forces community through our policies and newsletters
- 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 by:
  - participating in military job fairs for service leavers at least twice a year
  - offering work experience opportunities for Armed Forces personnel through networking events, through CTP and through our website
  - ensuring that all applications are treated equally in line with our equality policy and recognising previous military skills, attributes and qualifications
- striving to support the employment of Service spouses and partners:
  - Waves already employs five service spouses in various roles within the Company and continues to welcome applications from all spouses and partners

- Waves is considering the use of the Recruit for Spouses website during 2016

- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment:
  - Waves understands and accommodates the unique nature of being a service spouse. We offer flexible leave around deployments, overseas training and other military events
- seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible by;
  - facilitating flexible working arrangements for Reservist commitments
  - supporting overseas deployments as required
  - encouraging participation in Uniform to work day for any reservist employed within the Company
  - granting 2 weeks additional leave (1 x week paid and 1 x week unpaid) for the purpose of attending reservist annual training exercises
  - having in place a policy which proactively supports our Reserves forces
- offering support to our local cadet units, either in our local community or in local schools, where possible by:
  - building links with local cadet associations and offering support at local events at various times throughout the year
- aiming to actively participate in Armed Forces Day
- aiming to complete an annual charity event in support of an armed forces charity. Waves will offer support to employees who raise 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, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.