



The HR Dept Exeter

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:

The HR Dept Exeter

Signed: _____

A handwritten signature in black ink, appearing to read "Belinda Newton", written over a horizontal line.

Name: Belinda Newton

Position: Director

Date: 29th March 2016



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, The HR Dept Exeter, 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 The HR Dept Exeter 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;*
 - *including details of this Armed Forces Covenant on our webpage;*
 - *Making our clients aware of the support we can give them in employing reservists, veterans and military families.*
- *seeking to support the employment of veterans young and old, either directly or indirectly;*
 - *supporting veterans leaving the forces to secure employment by assisting with writing CVs, completing job application forms, giving interview practice and other support as required,*
- *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 & client companies who have employees who choose to be members of the Reserve forces,*
 - *by providing suitable advice on best practice Reservist HR policy in conjunction with Wessex RFCA which allows for accommodation of their training and deployment where possible;*

- *aiming to actively participate in Armed Forces Day;*
 - *Researching events taking place within the community in which we operate (i.e. Exeter and East Devon);*
 - *Attending events where possible;*
 - *Publicising events, and our attendance, through Social Media.*

2.2 We will publicise these commitments through 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.