



**ARMED FORCES
COVENANT**

C3IA 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:
Ministry of Defence

Signed on behalf of:
C3IA Solutions Ltd

Signed: Nicholas Pope

Signed: Matthew Horan

Name: LIEUTENANT GENERAL N A W POPE

Name: MATTHEW HORAN

Position: DEPUTY CHIEF OF THE GENERAL STAFF

Position: Security Director

Date: 1 APRIL 2016

Date: 1:4:2016.



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 Corporate Covenant

1.1 We will endeavour to uphold the key principles of the Armed Forces Covenant in our business dealings, 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.*
- *Special treatment may be appropriate in some circumstances especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 C3IA is a company founded by ex-forces personnel. Our success is testament to the value that serving personnel, reservists, veterans and military families bring to our business and to the market in which we do business. This history underpins our commitment to the Armed Forces Community and we will continue to uphold the principles of the Armed Forces Covenant by:

- Positively advertising the fact that we are an Armed Forces-friendly organisation in 'what we write' on our website, in our documentation and our articles; in 'what we say' when we provide career briefs or school STEM presentations; and 'what we do', such as our sponsorship of military sport and other defence led events. The Armed Forces Corporate Covenant logo will be displayed across the organisation and on our marketing material.
- Proactively promoting to our customers the added value that comes with the ethos, commitment, loyalty and professionalism that those involved with the Armed Forces bring to a team. This engenders respect and wider commitment to the Armed Forces Corporate Covenant.
- Assisting service leavers with understanding the technical skills and experience relevant to our market that will give them the best chance of employment. We will offer individuals advice in their preparation for career transition and help them to represent themselves in the most effective manner to all employers, including

ourselves. This includes giving an insight into the lifestyle changes that they should expect.

- Supporting the employment of service spouses, partners and family members with sympathy to the positive family values that they seek to maintain. We remain flexible to (and in many cases positively support) adapting work commitments, in order to spend quality time as a family unit when necessary. This includes flexible leave policy, short notice changes to working hours and flexibility in tasking.
- Supporting employees who choose to be members of the Reserve Forces by accommodating the needs of their training and deployment without risk to their employment status. Moreover, we will support them by continuing to provide the reach-back access to specialist knowledge, skills and experience in order to assist them in their Reserve Forces role.
- Supporting those reservists who wish to wear their military uniform to work on Armed Forces Day.
- Offering support to recruitment initiatives, such as the Royal Signals White Helmets and to generally improve the engagement between the Armed Forces and the public.
- Maintaining strong links with Regular and Reservist Units in order to be in a position to assist in the career transition of its members, but also to maximise the opportunities for C3IA to enhance the capability of those Units through professional engagement.

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.