



SA GROUP

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 **SA Group Ltd**

Signed:

A handwritten signature in black ink, appearing to read 'S Jackson', written over a horizontal line.

Name: Steve Jackson

Position Held: Chief Executive Officer

Date:

9th June 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 SA Group 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 SA Group 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;***
 - *We will publicise our corporate covenant commitments through our social media channels and in our marketing material*
 - *We will support our employees to volunteer and raise funds for Armed Forces Charities.*
- ***seeking to support the employment of veterans young and old;***
 - *We will continue to recruit service leavers and seek to employ former armed forces personnel.*
- ***striving to support the employment of Service spouses and partners;***
 - *We will endeavour to recruit service spouses and partners for appropriate roles within our organisation.*
- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - *We will endeavour to facilitate the flexibility for holidays requests before, during and after Service partners overseas deployments*
 - *We will consider paid leave for those employees whose partners/spouse is injured or bereaved.*
- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
 - *We will accommodate Reservist training commitments where possible*
- ***aiming to actively support Armed Forces Day;***
 - *We will encourage any Reservist in our company to participate in uniform to work day*
 - *We will promote Armed Forces Day via our internal website and social media.*

- *offering a discount on our services to Armed Forces organisations and charities;*

2.2 We will publicise these commitments through our literature 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.