



Cobalt

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:

Cobalt

Signed: _____

A handwritten signature in blue ink, appearing to be "Jim Taylor".

Name: Jim Taylor _____

Position: Director _____

Date: 12th July 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 **Cobalt** 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 **Cobalt** 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;*
 - *publishing our Covenant and related information on our Web Site*
 - *using the AFC logo*
 - *working with Commando Training Centre, Lympstone and the Royal Marines Charity*
 - *sharing good news stories with Wx RFCA and the local press*
- ❖ *seeking to support the employment of veterans young and old:*
 - *working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
 - *advertising on the CTP Right Job Site*
 - *providing advice and guidance for veterans & Service leavers in CV writing*
 - *assisting veterans & Service leavers to translate Military skills in to civilian employment*
 - *offering work placements to wounded, injured or sick personnel as part of career recovery if practical.*

- ❖ *striving to support the employment of Service spouses and partners;*
 - *understanding and catering for them with flexible working*
 - *endeavouring to offer a degree of flexibility in granting leave before, during and after a partner's deployment;*

- ❖ *seeking to support our employees who choose to be members of the Reserve forces;*
 - *accommodating their training and deployment where possible;*
 - *two weeks additional paid leave for annual training exercises*
 - *all the additional support we can reasonably give them.*

- ❖ *offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - *accommodating the training of Cadet Force Instructors where possible;*
 - *two weeks additional paid leave for annual training camps*
 - *offering work placements to senior Cadets looking to move into employment if practical.*

- ❖ *aiming to actively participate in Armed Forces Day;*
 - *becoming an Armed Forces Day partner*
 - *fly the Armed Forces day flag*
 - *promote to customers and suppliers via social media*

- ❖ *offering a discount to members of the Armed Forces Community;*
 - *10% off of all services we offer in direct contact and on Defence Discount Service*

❖ *additional commitments from Cobalt ;*

- *Continue to support Service leavers at CTCRM through the provision of workshops and advice working with the Royal Marines Charity*
- *Provide a commercial sounding board for any armed forces personnel looking to transition back into civilian working life.*

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.