



FIDES Enterprise 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:

FIDES Enterprise Solutions Limited

Signed: _____

Name: Richard Cleverley

Position: Chief Executive Officer

Date: 5th October 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, **FIDES Enterprise 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 **FIDES Enterprise Solutions Limited** recognises the value serving personnel, reservists, veterans and military families bring to business. We seek to uphold the principles of the Armed Forces Covenant by:

- **Promoting the fact that we are an Armed Forces-friendly organisation by;**
 - Promoting our activities and events through our own digital and social media and the Press
 - Publishing our Covenant Pledge on our web pages
- **Seeking to support the employment of veterans young and old by;**
 - Advertising employment opportunities across the Armed Forces Community
 - Welcoming applications from Veterans who meet the criteria within job specifications
 - Recognising military skills and qualifications in our recruitment and selection processes
- **Striving to support the employment of Service spouses and partners by;**
 - Welcoming applications from spouses and partners who meet the criteria of job specifications
 - Providing flexibility in accommodating absence pre, during and post a partner's deployment
- **Seeking to support our employees who choose to be members of the Reserve Forces by;**
 - Accommodating training and deployment commitments
 - Supporting those staff who are, or who wish to become members of the Reserve Forces
 - Fully supporting the deployment of Reserve Force employees, as and when required
- **Offering support to our local Cadet units, where and whenever possible by;**

- Considering sponsorship bids to support worthwhile Cadet projects
- Accommodation of Cadet training commitments, where applicable
- **Aiming to participate in regional and national Armed Forces focussed events such as;**
 - Armed Forces Day
 - Armistice Day
 - Remembrance Sunday
 - Regional Service and Unit commemorations and events
- **Encouraging and supporting employee fundraising for Service Charities**
- **Engaging in sponsorship initiatives for the benefit of the Armed Forces Community**

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.