



Armourgeddon Ltd

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:

Armourgeddon Ltd

Signed: S. Garner

Name: STUART GARNER

Position: DIRECTOR

Date: 06/01/2017



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 Armourgeddon 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 Armourgeddon 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 achieve this by supporting many Forces Community Charities such as Soldiering on and Save-our-Soldiers, The Royal British Legion and Poppy appeal charities, wearing our poppies with pride. We invite visitors to our military museum collection and facilitate an educational journey for all through WW2 displays and other military Information.*
- ***Seeking to support the employment of veterans young and old:*** *We currently employ several Veterans from across the services with a variety of service experience and one Reservist who is about to enter full military service in many roles, from management, maintenance and Seasonal staff on a permanent and part time basis.*
- ***Striving to support the employment of Service spouses and partners;*** *we are open to receiving interest from Service spouses and partners, and their children, and are happy to offer employment support where possible.*
- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*** *The terms and conditions of our seasonal staff allows a great deal of flexibility and support for granting leave whenever necessary.*

- ***Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*** while we only have one Reserve person working with us currently we are happy to support them and their training needs.
- ***Aiming to actively participate in Armed Forces Day;*** using social media we promote Armed Forces Day, Remembrance Day and observe many other historical Military focussed days.
- ***Offering a discount to members of the Armed Forces Community;*** Happy to once Service has been verified.
- ***Any additional commitments Armourgeddon Ltd could make (based on local circumstances).*** The focus for our organisation has always been to have a positive impact on the lives of our National and global Community. We offer individuals and groups the opportunity to take part in once in a lifetime activities, although they can come back as often as they like of course. Our Tank Paintball Battles have been experienced by people from almost all the continents on our planet; we are the only site where you can take an active part in a tank paintball battle. We were recently awarded the Trip Advisor Certificate of Excellence 2016 as a result of the comments and feedback from our visitors and customers. Recently we have been given the rare opportunity, and we'd like to think a privilege, to offer direct support to British Veterans from across the services, and from a variety of age groups. We support these individuals by offering employment both full and part time in many different areas across our organisation from management, administration, maintenance and instructional staff. We like to think we are doing our part to sustain the Local effort to support the Corporate Covenant and the Community Covenant. This demonstrates our support for the Armed Forces Covenant and the Forces Community.

2.2 Some of our local Community efforts include supporting the local village fates near to our home, visiting WW2 and military shows nationally and working with some of the local Explorer scouts to participate in constructing displays in our Museum. We plan and arrange weekend trips visiting key memorial locations across Europe for education and interest purposes. We will publicise these commitments through our literature, social media channels and/or on our website, setting out how we will seek to honour them and invite feedback from the Service community and our customers on how we are doing.