



## Forces Advice Ltd

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We, the undersigned,  
commit to honour the Armed Forces Covenant  
and support the Armed Forces Community.

We recognise the value Serving Personnel (Regular & Reserve),  
Cadets, Veterans, and military families contribute to our business  
and our country.

Signed on behalf of:  
**Forces Advice Ltd**

Signed:   
Name: M. A. BARBERRY  
Position: DIRECTOR  
Date: 30 DEC 16.



# 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 Forces Advice 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 Forces Advice 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 by including and publicising our Covenant on our website and displaying the Covenant logo.
- Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers, by advertising vacancies through the CTP and the Recovery Career Service.
- Striving to support the employment of Service spouses and partners, by offering guaranteed interviews to spouses/partners if they meet the selection criteria laid out in a job advert.
- 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 look sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family and consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.
- Seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and development where possible and accommodate mobilisation of our reservists if they are required to deploy. We will also encourage any reservists in our business to participate in Reserves Day.

- Offering support to our local cadet units, either in our local community or in local schools, where possible by encouraging our employees to be cadet helpers or instructors.
- Aiming to actively participate in Armed Forces Day to include becoming an Armed Forces Day corporate partner and use the logo on bags, posters and websites, or even fly the Armed Forces Day flag, also follow Armed Forces Day on Facebook or Twitter, post messages of support on social media sites and link to the Armed Forces Day website.
- Offering a discount to members of the Armed Forces Community on kit insurance products with savings of up to 60% on their current premiums and give them fair access to products and services, for example allowing them to pause or cancel contracts or policies at no cost when they are posted overseas.

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.