



Servest

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:

Servest

Signed:

Name: R.A. LECHE

Position: CEO

Date: 26/4/17.

Signed on behalf of:

Ministry of Defence

Signed:

Name: MARCUS BROWN

Position: CO BANC

Date: 26 APR 2017.

servest



Ministry
of Defence

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 Servest 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 Servest 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 Servest is an Armed Forces-friendly organisation;*
- *striving to support the employment of Service spouses and partners;*
- *proudly display the Armed Forces Covenant logo on our website and ensure Servest employees understand the importance of supporting the Armed Forces community and their families;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), assist with transition, training and qualification requirements and where possible offer apprenticeships and familiarisation days in order to help establish a tailored employment pathway for Service Leavers;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *encouraging and actively seeking to support our employees who choose to be members of the Reserve Forces, ensuring that line managers are fully aware of the commitments and demands placed on Reserves and also by accommodating their training and deployment where possible;*

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *encouraging volunteer work in support of military charities;*
- *allowing for additional leave for all Reservists to conduct mandated annual training where possible;*
- *allowing for additional leave for all Cadet Force Adult Volunteers where possible;*
- *allowing local Reserve Forces' representation access to the Servest workforce for engagement and recruitment opportunities;*
- *establishing regional 'community project' partnerships with local barracks and regional Reserve Forces;*
- *accommodating injured service personnel to enable full time employment;*

Supporting the wounded, injured and sick in the Armed Forces community

- We will work with a number of military charities to identify where Servest can offer career advice, training and placement opportunities across the organisation.

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.