ARMED FORCES
COVENANT

Wills Bros Civil Engineering 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:

Wills Bros Civil Engineering Ltd.

Signed:

Name: Jonathan Wills

Position: Director

Date: 26/05/17

Wills Bros
CIVIL ENGINEERING LTD

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 Wills Bros Civil Engineering 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 Wills Bros Civil Engineering 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 on our site notice boards and on social media;*
- *Seeking to support the employment of veteran's young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
- *Striving to support the employment of Service spouses and partners through the Build Force Alliance;*
- *Seeking to support our employees who choose to be members of the Reserve forces, including 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;*
- *Connecting service members who work within our company so they can communicate and support one another.*

2.2 We will publicise these commitments to our employees, clients and stakeholders so that they are aware of our commitment to the Armed Forces Covenant.