




**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

### **Remploy 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 Remploy Ltd

Signed: 

Name: Beth Carruthers

Position Held: Director

Date: 21<sup>st</sup> October 2013



# **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 Corporate Covenant**

1.1 We Remploy 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 Remploy 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 pro-actively engaging with fellow veteran support organisations for sign-posting and advertising the existing Remploy support available to veterans and reservists internally, such as flexible working agreements*
- *seeking to support the employment of veterans young and old by engaging with employer partners to promote the benefits of employing veterans on a national, regional and local basis, whilst also offering support to veterans in employment, facing challenges due to a health condition or disability;*
- *striving to support the employment of Service spouses and partners by advertising the specialist services Remploy offer in environments where these groups meet and constantly looking at new ways to provide new support services aimed at this cohort;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible and considering flexible working arrangements where appropriate;*

- *Remploy currently offer guaranteed interviews to disabled individuals that meet the minimum criteria of a role and this same offer will be extended to veterans. To ensure a consistent approach where there are multiple applicants for a role, individuals will be looked at in the following order of priority:*
  1. *Disabled Veterans*
  2. *Disabled Non-Veteran (including Spouses and dependants)*
  3. *Non-disabled Veteran*
  4. *Non-disabled Non-Veteran (including Spouses and dependants)*
- *offering priority when making job offers to veterans over equally qualified non-veterans, following the same priority grading as above*
- *aiming to actively participate in Armed Forces Day by attending the national events, and supporting the Remploy branch network to join in or host events regionally;*
- *engage with our key partner organisations to promote the veteran community and enhance the services and support available*

2.2 We will publicise these commitments through our literature, on our website and social media, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.