



Karbon Homes Limited

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:

Karbon Homes Limited

Signed: Trevor Smith _____

Name: Trevor Smith _____

Position: Tenancy Services Manager _____

Date: 02/08/2016 _____

karbon
homes

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 Karbon Homes Limited 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 KarbonHomes Limited 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 are already a Covenant signee of Durham County Council Armed Forces Covenant and we assist a local charity in meeting the housing needs of ex service personnel and those reday to leave the Forces.

- 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;

We are in contact with Gary McLafferty regarding developing opportunities through our Brighter Futures employment scheme. We are also working with Lt Col Andrew Black at Catterick Garrison regarding promotion of Reservist forces and work experience and apprentice opportunities for Cadet forces.

- striving to support the employment of Service spouses and partners;

We offer equal opportunities to Service spouses and partners

- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

Our Human Resources Manager has confirmed that we offer paid leave to Reservists and additional leave to families.

- seeking to support our employees who choose to be members of the Reserve forces,

Our Human Resources Manager has confirmed that we offer paid leave to Reservists and additional leave to families.

- including by accommodating their training and deployment where possible;

Our Human Resources Manager has confirmed that we offer paid leave to Reservists and additional leave to families.

- offering support to our local cadet units, either in our local community or in local schools, where possible;

We have offered Cadet forces the opportunity of work experience and are actively promoting our traditional trade and modern apprenticeships through the cadets

- aiming to actively participate in Armed Forces Day;

We are engaged through our work within the Forum of the County Council to promote and contribute to events, we are also looking to assist the Reservist Forces recruitment through our community events.

- offering a discount to members of the Armed Forces Community;

None of our Services are charged for however we allow service personnel and veterans and their families additional preference in seeking housing

- any additional commitments Karbon Homes Limited could make (based on local circumstances).

We are committed to supporting and providing move on accommodation from the SHAID ran scheme at St Peters Court for ex service personnel. We recently named a new build development in Hamsterley Colliery after Robert Keys a Serviceman killed during the Second World War.

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