



Excel Civil Enforcement

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:

Excel Civil Enforcement

Signed: _____

A handwritten signature in blue ink, appearing to be "Mike Garland", written over a horizontal line.

Name: Mike Garland

Position: Group Director

Date: 25th August 2017



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

Excel Civil Enforcement will 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

Excel Civil Enforcement recognises the value serving personnel, reservists, veterans and military families bring to our business.

At the time of making this commitment, over 30% of our front line personnel have served in HM Armed Forces and we have been a preferred training provider to the Career Transition Partnership (CTP) for over two years.

We will continue to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation;*
- *supporting the employment of veterans young and old*
- *continuing our work with the Career Transition Partnership to establish a tailored employment pathway for Service Leavers;*
- *supporting the employment of Service spouses and partners;*
- *offering a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *supporting 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;*
- *actively participating in Armed Forces Day;*
- *actively supporting Help for Heroes through staff fund raising events.*

We will publicise these commitments through our literature and/or on our website.