Aberdeen & Grampian Chamber of Commerce

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:
Ministry of Defence

Signed on behalf of:
Aberdeen & Grampian Chamber of Commerce

Signed: [Signature]
Name: Capt N R V Dorman RD ADC RNR
Position: Chairman HRFCA
Date: 22nd November 2017

Signed: [Signature]
Name: Russell Borthwick
Position: Chief Executive
Date: 22nd November 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

1.1 We, Aberdeen & Grampian Chamber of Commerce, 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 Aberdeen & Grampian Chamber of Commerce recognises the value serving personnel, reservists, veterans and military families bring to our business community. We will seek to uphold the principles of the Armed Forces Covenant, by:

- promoting the fact that we are an armed forces-friendly organisation to our member organisations;

- 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;

- offering support to our local cadet units, either in our local community or in local schools, in collaboration with the local Developing the Young Workforce youth employment strategy, where possible;

2.2 We will publicise these commitments through our network to member organisations to highlight the Armed Forces Covenant.