



Guardian Protection UK 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:

Guardian Protection UK LTD

Signed: _____

Name: _____

Position: Managing Director _____

Date: 20/12/2017 _____



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. We **Guardian Protection UK 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 **Guardian Protection UK 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; We will promote by advertising we are a armed forces friendly employer and actively recruiting in armed forces recruiting centres .*
- *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 will help guide any veteran or service leaver in the right direction to obtain the right qualifications needed to work within our industry. Once they hold the right qualifications they will be offered employment when a suitable position becomes available .*
- *striving to support the employment of Service spouses and partners; We aim to do this by giving hours as flexible as possible to accommodate there busy life style.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; This will be a high priority within our company as we know the this is a massive part of forces life and the back bone of any loved one serving over seas and we will do what it takes to ensure the time off need is is granted.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; I am still currently serving as a reservist and have done for 15 years with service on operations in Iraq during OP-TELIC so we understand how important commitment is to the training program. We will ensure that members of our company who serve or wanting to serve as a reservist will get the correct amount of time they need for there career . We will be as flexible as possible .*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; we endeavour to support cadet units in there events and offering to conduct speeches of security and safety and also the potential of sponsoring sports teams within a unit or regiment.*
- *aiming to actively participate in Armed Forces Day; We will aim to give any employee who is currently serving the day off to parade on this special day and we as a company will take part in promoting this fantastic day within our company and on our social media pages.*
- *offering a discount to members of the Armed Forces Community; We will offer any of our clients a discount who have prior armed forces service or who are still currently serving regular or reservist.*
- *any additional commitments could make (based on local circumstances).*

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