



## HEALTH LIFE & SAFETY 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:  
**Health Life & Safety Ltd**

Signed:

Name:

Lee Smith

Position:

Managing Director

Date:

11 January 2018

### 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 at **Health Life & Safety 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 **Health Life & Safety 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 our website, social media campaigns and recruitment.*
- 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 currently applying for Enhanced learning Credits to offer future career courses to service leavers.*
- striving to support the employment of Service spouses and partners;  
*We currently have twelve veterans working within the HLS Group in delivering Health & Safety Training nationwide.*
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;  
*All our trainers are veterans and we do have 1 member of the team serving in the Reserve Forces and we offer complete flexibility for his service.*
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;  
*We currently support one member of our team who is a Warrant Officer Class 1 in the reserve Forces.*
- aiming to actively participate in Armed Forces Day;  
*We always support our local AFD nationwide.*
- offering a discount to members of the Armed Forces Community;  
*Discount is offered to all service leavers, serving personnel, veterans and families.*
- any additional commitments **Health Life & Safety Ltd** 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.

The HLS Group is made up of the following British Forces Veterans:

Lee Smith	-	HLS Managing Director	Royal Engineers
John Slack	-	General Operations Trg Director	Royal Engineers
James Fitzsimmons	-	Trainer/Advisor - Barnsley	Royal Engineers
Shaun Benton	-	Trainer/Advisor - Doncaster	Royal Engineers
Jim Printy	-	Trainer/Advisor - Leyland	Royal Engineers
Neil Boorman	-	Trainer/Advisor - Southampton	Royal Engineers
Andrew Delve	-	Trainer/Advisor - Leeds	Royal Engineers
Thomas Lowndes	-	Trainer/Advisor - Glasgow	Royal Engineers
Fraser Park	-	Trainer/Advisor - Edinburgh	Royal Engineers
Richard Oldcorn	-	Trainer/Advisor - Derby	Royal Engineers
Dave Hall	-	Trainer/Advisor - Newcastle	Royal Engineers
Martin Maddra	-	Trainer/Advisor - Doncaster	RAF
Alan Anderson	-	Trainer/Advisor - Southampton	Royal Marines