



AN ARMED FORCES COVENANT

SCOTTISH RUGBY UNION LIMITED

We, the undersigned, agree to work and act together 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:

A handwritten signature in black ink, appearing to read "M. DODD", written over a horizontal line.

Name: Position Held: CEO

Signed on behalf of Scottish Rugby

Leadership · Engagement · Achievement · Enjoyment · Respect

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.

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SECTION 1: PRINCIPLES OF THE ARMED FORCES COVENANT

1.1 We, Scottish Rugby, will apply reasonable endeavours in our business dealings to uphold the key principles of the Armed Forces Covenant applicable to us:

- no member of the Armed Forces Community should face disadvantage in the provision of, or access to, public and commercial services or employment, compared to other citizens.
- in some circumstances special consideration may be appropriate especially for the injured or the bereaved.

SECTION 2: DEMONSTRATING OUR SUPPORT

2.1 Scottish Rugby 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 that we are an Armed Forces-friendly organisation;
- seeking to support the employment of Veterans wherever possible and appropriate;
- incorporating Veterans into Scottish Rugby's Equality and Inclusion Action Plan;
- seeking to provide reasonable support to our employees who choose to be members of the Reserve Forces, where possible;
- endeavouring to offer a reasonable degree of flexibility in granting leave for Service spouses and partners before and after a partner's deployment;
- promoting the playing of rugby union in the Armed Forces, where possible;
- inviting a select number of military representatives to attend international matches as appropriate, subject to availability and their operational responsibilities;
- aiming to include military personnel in match day activities where appropriate and possible. The frequency and content of any such activities will be at the sole discretion of Scottish Rugby and subject always to Armed Forces' operational responsibilities;

2.2 The expressions of support outlined above are recognised as not being legally binding on either party, but each party nevertheless commits to using its reasonable efforts to achieve them.