



Mitchfield Limited

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:

Mitchfield Limited

Signed: _____

Name: _____

Position: Managing Director _____

Date: 06th March 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

1.1 We Mitchfield Limited 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 Mitchfield Limited 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

- To actively participate in Armed Forces Day through Company awareness campaigns and activities
- To Support local armed forces events, for example, Royal British Legion Reigate & Banstead

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

- As an equal opportunities employer, we will always consider offering an interview to veterans, young and old, if they meet the selection criteria set out on the job advert.

Striving to support the employment of Service spouses and partners

- We will ensure that our recruitment campaigns cover the Armed Forces community.
- We will always consider offering interviews to spouse/partners if they meet the selection criteria in the job advert.

Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment

- We will raise awareness amongst our teams through our toolbox talks to ensure this is understood for requests for holidays, before, during and after an overseas deployment, when the Service person has leave to spend with their family.
- We will allow special leave for those employees who are bereaved or whose loved ones are injured.

Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible

- We will encourage participation in Uniform to Work Day across the company.
- Accommodate training commitments wherever possible in line with our company policies.
- Accommodate mobilisation if they are required to deploy.

Offering support to our local cadet units, either in our local community or in local schools, where possible

- We will promote offering support through our formal volunteering ideas.

Aiming to actively participate in Armed Forces Day

- We will support where we can in the Armed Forces Day, by ensuring awareness across the company.

Offering a discount to members of the Armed Forces Community

- Veterans young and old will be eligible for discounted services through Mitchfield Services where possible.

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.