



**ARMED FORCES
COVENANT**

Subby-Jobs 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:
Subby-Jobs LTD

Signed: _____

Name: _____

Position: Director & Founder

Date: 6th March 2018

SUBBY

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 **Subby-Jobs 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 **Subby-Jobs 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 – **Subby is creating the “Veterans Initiative” working within the construction industry here in UK.***
- *seeking to support the employment of veterans young and old and working with the Career- **As mentioned above the “Veterans Initiative” is focussed on getting our Veterans supplied with training and skills to then take into the construction industry.** Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner’s deployment; - **Subby provides Temporary and Permanent placements within the Construction Industry, this will allow us to work with flexibility.***
- *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, where possible; - **Working with colleges up and down the UK we will be able to provide courses to gain skills in construction for all of the above.***
- *aiming to actively participate in Armed Forces Day; - **Subby has a company is committed to being involved in Armed Forces Day***
- *offering a discount to members of the Armed Forces Community; - **“Veterans Initiative” and also discount on courses.***
- ***Subby will operate all over the UK and we will offer support to Veterans throughout.***

[We would encourage you to sign up to as many of the above as appropriate to your business. Please amend to provide details of how you intend to meet each commitment.]

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. ***Subby is currently in the process of partnering with a charity focussed on getting our veterans into construction work, once this partnership is finalised all of above will read/view our commitment to the armed forces.***