



## The RIFT Group

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:  
**The RIFT Group**

Signed:

Signed on behalf of:  
**The Ministry of Defence**

Signed:

Position: Managing Director

Position: REGT OPS OFFR LRSME

Date: 15<sup>th</sup> October 2019

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Ministry  
of Defence

# 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, The RIFT Group, 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 The RIFT Group 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, via a dedicated section of the RIFT website, focusing on raising awareness of military activities and engagement opportunities for businesses;*
- *holding annual military engagement events at RIFT, to provide a platform for introduction and develop understanding between Regular, Reserve and Adult Cadet units and civilian organisations;*
- *Raising awareness amongst client and partner companies of the benefits of engaging with and supporting the military community, via varied marketing channels and within business meetings as set agenda points, to encourage commitment;*
- *promoting awareness of military activities and support opportunities via Social Media;*
- *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 and training pathway for Service Leavers;*

- *endeavouring to develop roles specifically suited for the employment of veterans, both internally and within field force liaison roles to develop stronger relationships and support with the military community;*
- *striving to support the employment of Service spouses, partners and families, advertising RIFT roles via Forces Family Jobs (FFJ);*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses, partners and families before, during and after a partner's or relative's deployment;*
- *offering discounted fees exclusive to military customers making repeat claims with RIFT;*
- *raising awareness amongst RIFT employees of the types of roles and benefits to be gained via a career with the military as a member of the Regular Armed Forces, Reserves or Adult Cadet Forces, via internal training, briefing and military engagement days;*
- *encouraging RIFT employee participation in military activities, promoting events and contact details via internal channels, and allowing paid time off work for individuals attending events;*
- *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;*
- *aiming to actively support key military events, including Armed Forces Day via employee participation at military locations, and internal sponsorship activities;*
- *seeking to support Service charities, such as the ABF and Regimental Associations, through ongoing donations, and Social Media campaigns to raise awareness.*

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.