



Federation of Small Businesses

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:
Federation of Small Businesses

Signed:

A handwritten signature in black ink, appearing to be "A. C.", written over a horizontal line.

Position: National Chairman

Date: 11th April 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 FSB will endeavour in our business dealings and communication to our community 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 FSB recognises the value serving personnel, reservists, veterans and military families bring to the UK small business community, including our members. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the benefits of employing a reservist or service leaver to our members right across the UK*
- *seeking to support the employment of veterans young and old, and Service spouses and partners*
- *seeking to support our members who choose to be or to employ members of the Reserve forces*
- *working with the Ministry of Defence, Armed Forces and encouraging our members to link in with local contacts in their local communities;*
- *actively promoting and participating in Armed Forces Day;*

2.2 We will publicise these commitments through our social media channels and other means, to our c165,000 members and right across the UK Small business community