



Rambo Recruitment 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:
Rambo Recruitment Ltd

Signed: A.Boyd
Position: C.E.O

Date: 3rd May 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, **Rambo Recruitment** 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 **Rambo Recruitment** 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;*
 - ★ Rambo Recruitment is fully committed to providing bespoke & highly compliant recruitment solutions to all members of the Armed Forces Community of working age, within Merseyside, inclusive of:
 - Serving & Ex-Armed Forces Personnel/Veterans, including those who are injured, wounded and sick
 - Former & current Reservists
 - Service spouses, partners & Military families
 - Former & current Cadet Instructors and
 - Former & current Cadets.
 - ★ Our continuous commitments to the Armed Forces and the Armed Forces Covenant are incorporated into our Company's HR Policy & Procedure Manual and our Personnel Handbooks; integrated throughout our online and offline advertising & marketing and other company literature and displayed throughout our website.
 - ★ Rambo Recruitment highly recognises and values the diverse skills, qualities, competencies, experiences and other attributes that all members of the Armed Forces Community of working age - former and current, can bring into workplaces and operates an Equality, Diversity & Inclusion policy and procedure to promote equality, fairness and respect towards all of our prospective employees and our employees.

Appropriate, adequate and legally compliant measures are taken to ensure no unlawful discrimination based upon the basis of age, gender, social background, health status, marital status, experiences or any other attribute of every individual employee. In order to provide equal employment and

advancement opportunities to all individuals, employment decisions will always be based on merit, qualifications and abilities. This policy and procedure governs all aspects of employment, including:

- Selection & Recruitment
- Job assignment
- Compensation
- Discipline and
- Termination.

- *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;*

- ★ Rambo Recruitment provides employment to Veterans young and old of working age within Merseyside, including those who are injured, wounded and sick, in strict compliance to our aforementioned Equality, Diversity & Inclusion policy and procedure.

- ★ Rambo Recruitment collaborates with local Job Centres, local charities and other local Armed Forces-friendly organisations within Merseyside, to regularly inform Veterans young and old of working age about our employment opportunities, including those who are injured, wounded and sick.

- *striving to support the employment of Service spouses and partners;*

- ★ In strict accordance to Rambo Recruitment's aforementioned Equality, Diversity & Inclusion policy and procedure, we support Service spouses, partners and Military families of working age within Merseyside, into suitable employment.

- ★ Rambo Recruitment collaborates with local Job Centres, local charities and other local Armed Forces-friendly organisations to regularly inform Service spouses, partners and Military families within Merseyside, about our employment opportunities.

- ★ Additionally, Rambo Recruitment commits to seeking alternative suitable employment for Service spouses, partners and Military families in instances of re-location, as a result of new postings of their spouses or partners.

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

- ★ Rambo Recruitment fully acknowledges and respects the need for flexibility in granting leave for Service spouses, partners and Military families before, during and after a partner's deployment. To demonstrate this, we incorporate this into our existing policies and procedures. Also, all contracts of employment are amended as necessary.

- ★ Rambo Recruitment implements policies and procedures which offer special leave for Service spouses, partners and Military families whose spouses or partners have been injured, wounded or are sick. Additionally, we offer compassionate leave and extended compassionate leave, when required.
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
 - ★ Rambo Recruitment provides employment to ex-Armed Forces Personnel, who choose to be members of the Reserve or Cadets Forces, through strict compliance to our aforementioned Equality, Diversity and Inclusion policy and procedure.
 - ★ Rambo Recruitment offers flexible leave for all ex-Armed Forces Personnel who are members of the Reserve or Cadets forces, to attend training activities and mobilisation periods as necessary, and incorporates this into our policies and procedures.
 - ★ Rambo Recruitment collaborates with local Job Centres, local charities and other local Armed Forces-friendly organisations, to regularly inform ex-Armed Forces Personnel who choose to be members of the Reserve or Cadets Forces about our employment opportunities.
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - ★ Rambo Recruitment offers suitable career advice and employment opportunities to Cadets who are of school leaving age.
- *aiming to actively participate in Armed Forces Day;*
 - ★ Rambo Recruitment will support raising awareness of Armed Forces day via our website; throughout our online and offline advertising and marketing and other company literature.
 - ★ Rambo Recruitment will follow Armed Forces Day on Facebook and Twitter.
 - ★ Rambo Recruitment will engage in the activities of the local Community Covenant Champions and with other local Armed Forces-friendly employers and organisations, in support of Armed Forces day.
- *offering a discount to members of the Armed Forces Community;*
 - ★ Rambo Recruitment, regrettably, is unable to offer a discount to members of the Armed Forces Community, due to the nature of our business. However, we will actively encourage our clients to offer a discount to members of the Armed Forces Community, as a suitable alternative.

- *Rambo Recruitment's additional commitments are:*

- ★ We will attend suitable Careers Conventions and Recruitment Fairs.
- ★ We endeavour to commit fully to the Defence Employer Recognition Scheme (ERS) and to inspire and encourage our clients to, where the nature of their business permits.
- ★ We will support the Poppy Appeal Collection each year, to raise funds for the Royal British Legion.

2.2 We **Rambo Recruitment** will publicise these commitments through our literature and 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.