ARMED FORCES
COVENANT

Supacat 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:
Ministry of Defence

Signed:

Name: APL Dawes

Position: Commander South West

Date: 13 May 2018

Ministry of Defence

Signed on behalf of:
Supacat Limited

Signed:

Name: P. APPLEGARTH

Position: HEAD OF SUPACAT

Date: 13 MAY 2018

Supacat

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 Supacat 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 At Supacat we aim to produce world leading Defence products through innovative design solutions. Providing outstanding capability to our Armed Forces requires motivated and highly trained people. Supacat recognises the value serving personnel, reservists, veterans and military families bring to our business and therefore we will seek to uphold the principles of the Armed Forces Covenant, by:

- *Promoting the fact that we are an armed forces-friendly organisation by employing a number of ex-service personnel and their spouses whether they are young or old ;*
- *Recognising the skills and experience of veterans and utilising them into various leadership or technical roles;*
- *Enabling employees who are active members of the Reserve to attend training commitments and provide additional paid leave periods as stated in the Staff Handbook;*
- *offering our continued support to our local cadet units including the Ten Tors, our engineering open day for the local schools and colleges where possible;*
- *actively participating in Armed Forces Day with provision of military vehicles and Reservists where possible;;*
- *adopting a flexible and sympathetic approach to requests of leave from employees before and after operational deployments;*
- *Promoting the Armed Forces Para Snow sports team (AFPST) with technical and financial support*
- *Promoting and supporting the Army through Team Army/Ethos with financial and networking support*
- *striving to support 6 Bn The RIFLES recruiting, CTCRM, other local units and local service charities at exhibitions and shows throughout the West Country*
- *committing to review progress of our commitments we have pledged*

2.2 We will publicise these commitments through our literature, newsletters 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.