



Burgess Consulting 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:

Burgess Consulting Limited

Signed: _____

A handwritten signature in black ink, written over a horizontal line. The signature is stylized and appears to be the name of the signatory.

Position: _____ Managing Director

Date: _____ 8th June 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 Burgess Consulting Limited 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 Burgess Consulting Limited 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:*
 - *Burgess Consulting Limited is a small Safety, Environmental and Legislation Consultancy Company in the Defence and Automotive Industries. With a major portion of our work being for the United Kingdom's Armed Forces through Defence Prime Contractors or directly to the Ministry Of Defence, Burgess Consulting Limited have a vested interest in supporting the Armed Forces through helping to supply safe, environmentally friendly and legislatively compliant equipment, employment of Armed Services Veterans and support of Reservists.*
 - *Burgess Consulting Limited will carry the Armed Forces Covenant logo on our marketing material, letterhead, e-mail and website. In addition, Burgess Consulting Limited will apply to the Employer Recognition Scheme and if successful, will carry the relevant award logo on our marketing material, letterhead, e-mail and website.*

- *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:*
 - *Burgess Consulting Limited has a policy of employing Armed Services Veterans and currently, over 30% of our workforce (2 of 6 employees) are Veterans. This figure has recently fallen from over 40% (3 of 7 employees), due to the retirement of a member of staff after 5-years employment.*
 - *Burgess Consulting Limited also regularly employs another Armed Services Veteran as a Sub-contractor.*
 - *Burgess Consulting Limited will in the future, where possible, continue to offer employment to Armed Services Veteran.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible:*
 - *Although Burgess Consulting Limited does not currently employ any members of the Reserve Forces, if any member of staff chose to join the Reserve Forces or if any new member of staff were already a be members of the Reserve Forces, Burgess Consulting Limited would support those employees including by accommodating their training and deployment where possible.*
- *aiming to actively participate in Armed Forces Day:*
 - *One of Burgess Consulting Limited's employees is the Armed Forces Champion for Gosport Borough Council and he is granted time off to support various Armed Forces focused Projects, one of which is the organisation of this year's (2018) Gosport Armed Forces Day celebrations.*

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.