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:
BLT Logistic Services Ltd

Signed: Chris Chapman

Name: Chris Chapman

Position: Director

Date: 1/8/18
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 BLT Logistic Services Ltd 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 BLT Logistic Services Ltd 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;
  
  BLT Logistics Services Ltd is a small company which employs a Director that is Army Ex Regular who is also a serving member of the reserve forces. The fact we employ ex forces can help introduce new business and help reassure customers of our service. We plan on joining the defence employer’s recognition scheme and will display this and the Armed Forces convent on our website and supporting literature.

- 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;
  
  As the company expands we will be actively seeking to employ more ex forces as we recognise the benefits they bring. We will be particularly keen to engage with CTP regarding the employment of trainers with a transport background as they already have many of the skills we need.

- striving to support the employment of Service spouses and partners;
Where possible, our company will strive to employ spouses and partners of serving forces personnel.

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

  We recognise the strain and length of time that service personnel can deploy, we will where necessary, accommodate the spouses and partners by granting leave.

- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;

  We currently have reserve forces personnel in the company and allow them to train and go on exercise as an when required. BLT recognises the value of this with a variety of areas including, developing management skills, Continual professional development and learning new skill that may benefit the forces and our company.

- offering a discount to members of the Armed Forces Community;

  Our resettlement package will be designed specifically for those on resettlement or ex service personnel that are moving into the driving sector, it will be designed by an ex serviceman who understands what the needs of those individuals. The course will be priced reflecting the budgets to those on resettlement or a change to the career path of those that have already left.

2.2 We will publicise these commitments through 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.