



Eric Wright Construction

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:

Eric Wright Construction

Signed: _____

Position: _____ Managing Director

Date: _____ 2 August 2018

ERIC WRIGHT
CONSTRUCTION

PART OF THE ERIC WRIGHT GROUP

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 **Eric Wright Construction** 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 **Eric Wright Construction** 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;*

This will be featured on our website and company brochure.

- *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;*

We participated in a careers event and met CTP representatives. We will work with the CTP to identify vacancies with ourselves and also encourage our construction supply chain members to engage with CTP for jobs and apprenticeships.

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

We would automatically do this as part of our policy application for flexible leave which is open to all employees.

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

Our policy is to accommodate leave for Reserve Forces training and deployment where possible.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

We will endeavour to provide a donation to cadet units which are close to our individual construction projects. Additionally, we will engage with local cadet units to arrange educational visits to our construction sites if this would be helpful for the cadets' experience. Managing construction projects requires teamwork, planning, organisation, technical knowledge and many other aspects which we believe would be relevant for a career in the Services and for transition into new careers after leaving the Services.

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.

We will publicise our commitments on our website and brochure, along with how we are planning to implement these. We will meet with CTP twice yearly to assess how the recruitment is going. We will talk with those of our employees who are ex-Services to get their input on how we could increase awareness of opportunities for ex-Services people.