



## Citipost Mail Ltd

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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:

**Citipost Mail Ltd**

Signed: \_\_\_\_\_

Position: Head of Human Resources & Compliance

Date: 8<sup>th</sup> August 2018

**CITIPOST MAIL**  
*Smart mail management*

# 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 Citipost Mail 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 Citipost Mail 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; we will proudly advertise that we have signed the Armed Forces Covenant and share this information on our company website, Linked In blogs and internal staff communication newsletters.*
- *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 will work with the CTP to look at available opportunities that may arise within our business to enable a pathway for Service Leaders to apply and be recruited where successful.*
- *striving to support the employment of Service spouses and partners; we will continue to be fair within our organisation recruitment processes and enable service spouses and partners to have equal rights.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; we will continue to have a flexible approach in granting leave where possible under special circumstances.*

- *offering support to our local cadet units, either in our local community or in local schools, where possible; we will look into options of how we can support and contribute successfully as a local business within the community.*
- *aiming to actively participate in Armed Forces Day; we will advertise local Armed Forces events to our employees and encourage them to attend. We will look to hold events in support of Armed Forces Day and involve the local community where possible.*

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.