



**ARMED FORCES
COVENANT**



EX HM FORCES
CONSULTANCY

One Way Or Another Ltd

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: One Way Or Another Ltd

Signed on behalf of: Ministry Of Defence

Signed:

Signed:

Position:

OPERATIONS DIRECTOR

Name:

RANAKO MANRO

Position:

ACDS (AAC)

Date:

16th October 2018

Date:

16th October 2018

One Way or Another



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 One Way Or Another 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 One Way Or Another 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 in the UK by:

- *Promoting the fact that we are an armed forces-friendly organisation;*
 - By publishing our Armed Forces Covenant on our website and displaying the Armed Forces Covenant Logo, whilst encouraging our Business partners to participate in The Armed Forces Covenant.
 - Holding industry days or military talent days to aide the transition of military personnel into civilian roles.
 - Seeking to make work placements for veterans available through the Ministry of Defence's Career Transition Partnership (CTP), across a variety of roles.
 - To publicise and raise awareness of our initiatives internally and externally through our digital and social media channels.
 - Recruit nationally, through our business partners and clients.
- *Seeking to support the employment of veterans young and old and working;*
 - To promote our commitments through our recruitment campaigns, where appropriate.
 - Our staff provide voluntary support to advice and support members of the Armed Forces community outside of the working day.
 - Seek to work with the CTP, The White Ensign Association (WEA), British Forces Resettlement Services (BFRS), Mission Motor Sport and BLESMA in order to establish a supported employment pathway for service leavers.

- *striving to support the employment of Service spouses and partners;*
 - Our HR policy guarantees interviews following applications from spouses/partners who meet the criteria in the job specification.
 - Working with and advertising vacancies for spouses in the Armed Forces community.
 - Supporting employees who choose to be members of the Reserve Forces and working with the Ministry of Defence to fulfil our ambition of becoming a Reserve employer of choice in line with the new Army 2020 force structure which places a greater emphasis on Reserves.
 - endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
 - seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.
 - aiming to actively participate in Armed Forces Day.

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.