The Mansfield Group

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.

The Mansfield Group
Signed:

Position: Chief Executive Officer
Date: 15 September 2018

The Ministry of Defence
Signed:

Name: Colonel Kevin Hearty
Position: Dep Commander HQ 101 Logistic Bde
Date: 15 September 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.
The Armed Forces Covenant

Principles of the Armed Forces Covenant

We, The Mansfield Group 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.

Demonstrating our Commitment

The Mansfield Group recognises the value serving personnel, reservists, veterans and military families bring to our business.

We, The Mansfield Group will seek to uphold the principles of the Armed Forces Covenant, by:

- extending our support for the employment of veterans young and old by working closely with the Career Transition Partnership (CTP), including hosting at least one industry insight day each year to promote the automotive or roadside service industry across the country
- as part of our Public Duty Policy we offer 5 days unpaid Annual Leave for Reservists to undertake training duties
- providing highly qualified training support through our award winning ‘RoadOne’ Training Academy to relevant members of the wider armed forces community (i.e. veterans, reservists, cadet forces adult volunteers and service spouses) who are looking for employment in the automotive or roadside service industry
- recognising military skills and qualifications when interviewing for new positions by ensuring those with military experience support recruitment processes
- creating a staff network to support and advance relevant issues, including identifying mentors to welcome new staff, ease integration/transition and to act as a focal point and internal ambassdorial function for the armed forces community
- acting as an external ambassador for the principles of the Armed Forces Covenant by promoting ourselves as a forces-friendly organisation in all our dealings with our network, our business partners and our customers. This would include incorporating the Armed Forces Covenant logo into our vehicle livery, building signage, staff uniforms, web presence and company stationery
• striving to support the employment of Service personnel spouses or partners by adapting our HR policies to include the transfer and retention of spouses and flexible working patterns where appropriate

• offering support to local cadet units in our community or initiating support for local schools that already demonstrate their commitment

• offering work placements to service personnel in transition through current military professional placement initiatives

• actively participating in Armed Forces Day and Reserves Day and promoting that participation through our media and communication channels internally and externally

We will publicise these commitments through our literature and on our website and invite feedback from the Service community on how we can develop our involvement with the wider Armed Forces community