



Valor Hospitality Europe

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:

Valor Hospitality Europe

Signed: BH- ej

Position: Managing Director

Date: 10th October 2017

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 **Valor Hospitality Europe** 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 We recognise 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;*
 - *publishing our Covenant on our internal and external communication portals*
 - *promoting our commitment through social media channels as well as working with the press*
- *seeking to support the employment of veterans and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service leavers;*
 - *working with and advertising vacancies through the Career Transition Partnership (CTP). to ensure employment opportunities are made available to Veterans*
 - *welcoming applications from veterans who meet the criteria in a job specification*
 - *recognising military skills and qualifications in our recruitment and selection process*
- *striving to support the employment of Service spouses and partners;*
 - *working with and advertising vacancies through in conjunction with Recruit for Spouses to ensure employment opportunities are made available to spouses/partners*
 - *welcoming applications from spouses/partners who meet the criteria in a job specification*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
 - *up to 2 weeks per year special leave will be available to Service spouses and partners before, during or 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;*
 - *up to 2 weeks per year special leave will be available to attend annual training camps*
 - *to top up any shortfall of payment made to our Reservists by the Armed Forces for the period of annual training to their normal full pay, to a maximum of 2 weeks*
 - *to accommodate Reservist training commitments wherever possible*
 - *fully support mobilised deployment of Reservist employees if required*
- *seeking to support our employees who choose to be volunteer leaders in military cadet organisations;*
 - *up to 2 weeks per year special leave will be available to attend annual training camps or courses*
 - *to accommodate cadet and cadet leader training commitments wherever possible*
- *aiming to participate actively in Armed Forces Day;*
 - *to partner Armed Force Day [AFD] in the locations where we have hotels*
 - *to promote AFD through social media and other networks*
 - *encourage employees to take part in Reserve Forces Day and Uniform to Work Day*
 - *publishing stories on social media and internal communication portals to publicise events*
 - *assisting with case studies and features for the press to promote the employment and support of the Armed Forces*
- *any additional commitments the company wishes to make.*
 - *encourage and support fundraising for Service Charities*

2.2 We will publicise these commitments through our policies and on our internal and external communication portals, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.