



Equipt Security

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:

Equipt Security

Signed: Liam Abbott

Position: Managing Director

Date: 08/10/2018



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.

Section 1: Principles Of The Armed Forces Covenant

1.1 We **Equipt Security** 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 **Equipt Security** 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; by showing the army covenant logo on our website and on any of our recruitment post including our CTP job advert.*
- *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; Equipt security are already part of the career transition partnership and we already recruit via CTP.*
- *striving to support the employment of Service spouses and partners; we are happy and willing to help anyone who would like to be part of our team and help get them trained up to the required standard.*
- *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 be as flexible as physically possible and try our utmost in making sure needs are met.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; we will support our employees with their need for training and any deployment needs.*

- *offering support to our local cadet units, either in our local community or in local schools, where possible; we will try our utmost to help where possible to our local units and schools.*
- *aiming to actively participate in Armed Forces Day; we will attempt to participate in Armed Forces Day as much as possible by raising awareness and money with special events.*
- *We at Equipt Security will offer advice and support where possible in our field of work or support and recommend help for welfare issues as they arise.*

2.2 We will publicise these commitments through our Social media 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.