



Institute of Directors, Wales.

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:
Ministry of Defence

Signed on behalf of:
Institute of Directors, Wales.

Signed: 

Signed: 

Name: Brigadier Alan Richmond OBE

Name: _____

Position: Commander 160th Infantry Brigade & Headquarters Wales.

Position: Director, IOD Wales.

Date: 14 December 2018

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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 The Institute of Directors, Wales 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 The IOD, Wales 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:

- *To support those ex-service personnel looking to establish and grow new businesses. In particular to work with X-Forces in highlighting the network of founders and resources available to entrepreneurs through IoD99 (the IoD's 2500 strong network of company founders.) We have opened up Iod99 networking and social events to ex-service entrepreneurs.*
- *To encourage employers and managers throughout the Welsh business community to use workplace resources in order to help ex-service employees struggling with mental health conditions. Improving conversations and attitudes towards mental health in the workplace is at the core of the IoD's 'A little more conversation' campaign, through which the IoD will showcase and signpost the resources available to ex-service personnel via organisations like Combat Stress, Help for heroes and the appropriate organisations in Wales.*
- *To join and amplify campaigns driven by the Ministry of Defence that are aimed at forging ever stronger links between the business community and the Armed Services. In particular, we would like to showcase those that highlight the benefits to employers of taking on ex-service personnel, promoting the fact that we are an armed forces-friendly organisation and to work collaboratively with the Regional Employer Engagement Group of the RFCA here in Wales.*

- *Endeavour to work closely with Reserve Units in Wales to spread the Covenant/ERS message, actively encouraging IOD Wales members to consider signing the AFC.*
- *Seeking to support the employment of veterans young and old and working the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers.*
- *Striving to support the employment of Service spouses and partners.*
- *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 Reservist forces including by accommodating their training and deployment where possible.*
- *Offering support to our local cadet units, either in the local community or in local schools, 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.