



LINQ Recruitment 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:

LINQ Recruitment Ltd

Signed:

A handwritten signature in black ink, appearing to be "Chris".

Position: Owner & Managing Director

Date: 08.01.2019



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 **LINQ Recruitment Ltd** 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 **LINQ Recruitment Ltd** 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;**
 - *Via our website, social media and any marketing campaigns to encourage the registration of Armed Forces personnel to work through our business. We will also invite employment opportunities from organisations/companies to use our services in-keeping with the Covenant.*
- **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;**
 - *We will endeavour, where ever possible to engage in any structured employment pathways for veterans in conjunction with the clients we supply recruitment services to.*
- **Striving to support the employment of Service spouses and partners;**
 - *We commit to treating spouse and partners with the same degree of respect and opportunity as any other applicant.*
- **Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;**
 - *By engaging with end clients/hiring companies, who recognise the flexibility required when employing Service spouses and partners. We will be able to offer leave where necessary.*
 - *We will also use our affiliation with the Armed Forces Covenant to encourage any of our clients not already engaged, to consider signing up and play our role in expanding awareness of the Armed Forces Covenant.*
- **Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;**
 - *Understanding and flexibility will be demonstrated accordingly.*

- **Offering support to our local cadet units, either in our local community or in local schools, where possible;**
 - o *We are willing and happy to engage in the above and show our support to the local community.*
- **Aiming to actively participate in Armed Forces Day;**
 - o *We are willing to dedicate our time and effort to demonstrate our support.*
- **Offering a discount to members of the Armed Forces Community;**
 - o *We will encourage a discount to Hiring Companies who are either engaged/not engaged in the Armed Forces Covenant when hiring a member of the Armed Forces Community as added motivation in employing our Armed Forces candidates.*
 - o *We will also seek wherever possible to reduce our margin and offer increased payment to our candidates within the Armed Forces Community*

any additional commitments **LINQ Recruitment Ltd** could make (based on local circumstances).

- *LINQ Recruitment Ltd is specialist in the field of Aviation and Rail Engineering, as well as General Construction projects. We hold Signatory Status at Heathrow Airport and see our agreement of the Armed Forces Covenant as a great platform to work closely with Heathrow Airport Limited and associated entities to encourage the employment of the Armed Forces Community.*

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.