



Concept Group (Wigan) 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:

Concept Group (Wigan) Ltd

Signed: *D. Rogers*

Position: Director

Date: 10th January 2019

Concept Group (Wigan) Ltd

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 Concept Group (Wigan) Limited 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 Concept Group (Wigan) Limited 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; Concept Group will proudly display our commitment to the covenant by use of our website, letterheading, social media outlets and sales and marketing literature, we will encourage our customers, suppliers and partner companies to join the covenant at every opportunity*
- *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; Concept Group will offer work experience opportunities to serving armed forces personnel preparing to leave the service and are considering a career in the construction or building services industry. Any veteran with skills that relate or transferable to our industry will be offered a guaranteed interview if and when positions become available within our organisation.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; Concept Group will allow spouses and partners of service personnel a reasonable amount of time off prior to and immediately after their partners return back from operations to help adjust back into normality*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Concept Group will allow 1 weeks paid leave above normal holiday entitlement to allow any member of our workforce to attend annual exercise or trade training within their service, Should any of our employed reservists be mobilized on operations Concept Group will retain their position within our organisation wherever possible*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; Concept Group will offer cadets looking into a career in the construction or building services industry work experience for one/two weeks to give them an insight into possible trades they may wish to consider, this would be subject to age of the individual and current projects being carried out by us at the time*
- *aiming to actively participate in Armed Forces Day; Concept Group would be willing to play an active part in our local Armed Forces Day where it is deemed appropriate by the organizers and our directors*
- *offering a discount to members of the Armed Forces Community; Concept Group will offer 10% discount to members of the Armed Forces Community on producing a recognised valid identification (MOD 90) or veterans discount card*

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.