



## Deyton Bell Limited

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:

**Deyton Bell Limited**

Signed:

Position: Managing Director

**Ministry of Defence**

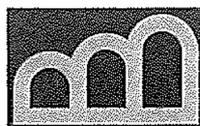
Signed:

Name: Lt Col Alastair Field

Position: Commanding Officer

Cambridge University Officer Training Corps

Date: 17<sup>th</sup> January 2019



**DEYTON  
BELL**

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 Deyton Bell 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 Deyton Bell Limited recognises the value serving personnel, reservists, veterans and military families bring to 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 publicising our support for the Covenant on our website and marketing material;*
- *encouraging employment of veterans young and old, if possible offering such opportunities ourselves; and supporting the work of the Career Transition Partnership (CTP) in developing tailored employment pathways for Service Leavers;*
- *encouraging the employment of Service spouses and partners, if possible offering such opportunities ourselves;*
- *encouraging a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *encouraging the support of employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *encouraging support for our local cadet units, either in our local community or in local schools, where possible;*
- *encouraging support for Armed Forces Day and the Royal British Legion Poppy Appeal;*
- *encouraging other organisations to also support this Covenant by raising awareness of the Covenant across our professional networks.*

2.2 We will publicise these commitments on our website and will update this with any details of how we honour them through any specific initiatives that we may develop or become involved with.