



Inzpire 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:

Inzpire Limited

Signed:

A handwritten signature in black ink, appearing to read "Hugh Griffiths".

Name:

Hugh Griffiths

Position:

Chief Executive Officer

Date:

8 January 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

We **Inzpire Limited** are delighted to reaffirm our endeavours within 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

Inzpire Limited is immensely proud to be trusted partners of the UK Armed Forces and we see ourselves as being an integral part of the Whole Force construct. We recognise that a diverse, talented and highly motivated workforce is pivotal to delivering success, therefore we are committed to being an employer of choice for those in the Armed Forces Community. Our team, drawn predominantly from veterans from the Naval Service, the Army and the Royal Air Force, has extensive frontline experience on operations and we employ an ever increasing number of serving Reservists together with spouses from military families. Our military connections are in our DNA and we wholeheartedly commit to honour the Armed Forces Covenant. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** We will promote the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public including through our website, social media and our military network. We will display the Covenant Logo to show our commitment to, and admiration of, Serving Personnel, Veterans and military families.
- **Supporting Veterans:** We support the employment of veterans, young and old, recognising military skills and qualifications in our recruitment and selection process by always considering veterans who apply for a vacancy. We will work with the Career Transition Partnership (CTP), Officers' Association and other organisations who promote the employment of veterans.
- **Assisting Service Spouses & Partners:** We will always consider applications for leave from Service spouses and partners before, during and after a partner's deployment in a sympathetic and flexible manner. We will provide special leave and family support for Service spouses and partners who's serving loved-ones are killed or injured.
- **Supporting the Reserve Forces:** We encourage our employees who wish to become members of the Reserve Forces through a range of measures including granting an additional 15 days of paid leave for annual Reserve Forces training wherever possible. We provide Company support to both our personnel and their families when being mobilised, during mobilisation and on return from mobilisation.
- **Promoting National Events:** We will promote Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities through internal and external communication channels.

- **Assisting Armed Forces Charities:** We will support Armed Forces charities with fundraising and support staff who volunteer to assist. We also commit to sponsoring a wide range of charitable and sporting endeavours across the Armed Forces Community.

We will continue to explore other ways in which Inzpire can show its support for, and appreciation of, the Armed Forces. We will publicise these commitments through our literature, on staff notices, and on our website, setting out how we will seek to honour them.