



Lovell Partnerships 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.

Lovell Partnerships Ltd.

Signed:

A handwritten signature in blue ink, appearing to be "John Leary". The signature is fluid and cursive, with a large loop at the top and a long horizontal stroke at the bottom.

Name: John Leary

Position: Major Projects Director

Date: 12th February 2019

LOVELL



**Ministry
of Defence**

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 Lovell Partnerships 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 Lovell Partnerships 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;*
- *show the AFC logo on our Lovell Salisbury Plain email footer;*
- *proactively encourage the recruitment of ex-service personnel and Reservists wherever appropriate in liaison with Career Transition Partnership (CTP);*
- *support Employer Notification by reminding staff that if they are a Reserve to ensure the Reserves HR database is up to date;*
- *endeavouring to work with other partner organisations who have signed up to the corporate covenant in supporting the employment of veterans in industry;*
- *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 to the Reserve forces, including by accommodating their training and deployment where possible;*
- *support the employment of Forces spouses, partners and dependants by advertising employment opportunities on the local 'HIVE';*
- *actively participate in Armed Forces Day, Armistice commemorations and similar;*

- *encouraging support for Armed Forces charities at corporate and local levels, ensuring we focus on charities registered with Cobseo and whose priorities align with the commitments made under this Covenant and Lovell Partnerships Ltd. charity policy. We will raise funds through various sponsored and social events;*
- *actively seek to champion the benefits of employing ex and current military personnel;*
- *encouraging our supply chain to make their own commitments under the Armed Forces Covenant and collaborating with our clients to undertake joint activities in support 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.