



Nviro 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:

Nviro Ltd

Signed: 

Position: Managing Director

Date: 31st January 2019

nviro

Clearing with a conscience

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 Nviro 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 Nviro 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 by publicising our Armed Forces Covenant on our website, in our staff newsletters, and on our intranet.*
- *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. There are a few CTP centres geographically close to us and our Training and Development Manager is keen to hear how we could work in partnership with them. We will ensure that the Armed Forces Covenant logo is on all external job adverts to ensure applicants understand we are a part of the Defence Employer Recognition Scheme.*
- *We will recognise military skills and qualifications when interviewing for new positions.*
- *Hold a briefing day each year aimed at those leaving the Armed Forces to raise awareness of the opportunities for employment within the cleaning industry.*
- *striving to support the employment of Service spouses and partners; by advertising through 'service friendly' avenues*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; recognising that deployment dates and return timings can be uncertain and variable.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *aiming to actively participate in Armed Forces Day. With plans for a fundraising and awareness raising event in our 3 main offices on the 17th May (actual date is Saturday 18th May) including alternative dress code, bake sale and company-wide publicising of the day and the purpose, including Twitter.*

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them.