



## Pardoes Solicitors LLP

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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:  
**Pardoes Solicitors LLP**

Signed:  \_\_\_\_\_

Position: Partner \_\_\_\_\_

Date: 28 February 2019 \_\_\_\_\_

**Pardoes**  
Solicitors LLP

## 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 Pardoes Solicitors LLP 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.*
  - *we are committed to providing the best possible guidance and support when and where it is needed, with understanding, empathy and flexibility based on each individual's circumstances and needs.*

## Section 2: Demonstrating our Commitment

2.1 Pardoes Solicitors LLP 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;*
  - *we will publish our commitment to the Covenant on our website*
  - *we will include the Covenant logo in marketing materials as appropriate*
  - *we will promote the Covenant across our social media channels*
- *employing current Service members and veterans in our team to promote diversity and acknowledging the specific experience and skills they bring to our firm;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
  - *offering understanding and support following an injury or bereavement*
- *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;*
  - *through local events, fundraising initiatives and promotion across social media channels*
- *offering a discount to members of the Armed Forces Community;*
- *managing and participating in Free Legal Clinics, both our own and in partnership with charities and local organisations, to offer free legal advice without obligation;*
- *offering complementary talks, seminars and workshops on-site to our local Armed Forces community;*
- *offering support, raising awareness and building partnerships with local and national Service charities to promote a wider understanding of their issues and needs.*

2.2 We will publicise these commitments through our literature and/or on our website and across our social media channels, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.