



C4I Systems 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:
Ministry of Defence

Signed on behalf of:
C4I Systems Limited

Name: Brigadier Richard Carter
Position: Commander, 11th Signal & West
Midlands Brigade

Date: 3rd April 2019

Name: Mr Nic Organ
Position: Head of Projects & Risk

Date: 03 Apr 2019



**Ministry
of Defence**

C4i SYSTEMS
Command a stronger position

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 C4I Systems 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 C4I Systems Limited 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 and publicising the fact through the company website that C4I Systems is an Armed Forces-friendly organisation and that it is a company that is very much proud of its heritage and also its commitment in honouring the covenant in every way it can;
- Seeking to support the employment of Veterans young and old;
- C4I Systems will always aim to employ veterans at its 'core' placing a high value on their skills, experiences and work ethic;
- Striving to support the employment of Service spouses, partners and family members i.e. apprenticeships;
- 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 of the Reserve Forces, by accommodating their training and deployment needs where ever possible;
- Offering support to our local cadet units within the local community by actively encouraging where possible any of our employees to become helpers or instructors within the local Army and RAF cadet units;

- Endeavour to provide work and support where possible to Service Veterans suffering from life changing injuries who are considering returning to work;
- Actively encourage our employees to honour Armed Forces Day and provide some support to local Forces charities whenever possible.

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.