



Spectra Group (UK) 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:
Ministry of Defence

Signed on behalf of:
Spectra Group (UK) Ltd

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

Date: 3rd April 2019

Position: CEO

Date: 3rd APRIL 2019



**Ministry
of Defence**

SPECTRA
Group

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 Spectra Group (UK) 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 Spectra Group (UK) 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 the fact that we are an Armed Forces-friendly organisation by:*
 - *Publicising our commitments through our website*
 - *Displaying the Armed Forces Covenant logo on our website and on all displays at exhibitions and events*
 - *Continuing to support a number of Armed Forces charities.*
 - *Continuing to support Remembrance Day at work and in the local community*
- *Seeking to support the employment of Veterans young and old by:*
 - *Guaranteeing them interviews if they meet the selection criteria*
 - *Recognising the skills and qualifications gained during service life and how they can be transferred into our organisation*
- *Striving to support the employment of Service spouses and partners by:*
 - *Offering guaranteed interviews to those that meet the selection criteria as per the job specification.*
 - *Consider the flexibility for spouses to take leave prior, during and after their spouse's deployment*

- *Seeking to support our employees who choose to be members of the Reserve Forces by:*
 - *Accommodating their training and deployment needs where possible*
 - *Offering 10 days paid leave to cover their Reserve commitments in addition to their leave entitlement*
 - *Protect the individuals continuity of service with Spectra if they are deployed*

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.