



## Xreach 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:  
**Xreach Limited**

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

Date: 3<sup>rd</sup> April 2019

Name: Mr Ollie Olver  
Position: Chief Executive Officer

Date: 03 APR 19



**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 Xreach 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 Xreach 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 through our:*
  - *Website, branded templates and marketing materials*
  - *Recruitment and selection processes*
  - *Networking, conferences, business expos and sector events*
- *Seeking to support the employment of Veterans young and old by:*
  - *Proactively engaging with service leavers during their military to civilian transition period*
  - *Recognising their experience, qualifications, and valuable transferable skills*
- *Striving to support the employment of Service spouses and partners by:*
  - *Actively sharing employment opportunities to the local and wider Military Community both within Xreach and our wider business network*
- *Seeking to support our employees who choose to be members of the Reserve forces, including:*
  - *Accommodating their training and deployment where possible*
  - *Allowing 10 days paid leave to cover their reserve commitments in addition to their leave entitlement*

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.