



Single Source Recruitment 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:

Single Source Recruitment Ltd

A handwritten signature in black ink, appearing to be "M. [unclear]", written over a horizontal line.

Signed

Position: Director

Date: 18/04/2019



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 **Single Source Recruitment Ltd** 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 **Single source Recruitment Ltd** 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 advertise on all marketing and job advertisements that we are an armed forces friendly organisation***
- *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; **we will liaise with the CTP to identify the best way to support immediate service leavers both during and after their transitioning period.***
- *striving to support the employment of Service spouses and partners; **we recognise that family members are pivotal to people serving in the armed forces so we will also promote the employment of 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; **we are a very flexible business anyway so we wouldn't hesitate in providing extra leave and support for all spouses and partners.***
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; **we will provide***

all the support necessary to accommodate the training and deployment for armed forces personnel.

- ***offering support to our local cadet units, either in our local community or in local schools, where possible; although we are a small start-up business, we will ensure we can offer support to our local cadet units in any way possible to help the local community recognise their services.***
- ***aiming to actively participate in Armed Forces Day; we have 2 large events that take place in Gloucestershire on Armed Forces day so we are more than happy to provide a free day's leave in order for all staff to attend and show their support.***
- ***offering a discount to members of the Armed Forces Community; any discounts we receive through local businesses will be directly passed to all armed forces personnel through various promotions and marketing schemes.***

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.