



Ian Williams 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:

Ian Williams Ltd

Signed: 

Position: HR MANAGER

Date: 26/04/2019

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 Ian Williams 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 Ian Williams 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;*
 1. *Promoting our work, activities and events through our own digital and social media channels*
 2. *Publishing our Covenant pledge on a dedicated Corporate Covenant page on web page and through digital and social media channels*
 3. *By publicising our Covenant on our website and through social media and digital channels and displaying the Covenant logo*
 4. *Promoting the employees we have successfully engaged who have a history with the armed forces*
- *seeking to support the employment of veterans young and old:*
 1. *Working with and advertising vacancies through the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
 2. *Advertising widely in the Armed Forces Community; to ensure employment opportunities are made available to Veterans*
- *aiming to actively participate in Armed Forces Day;*
 1. *becoming an AFD partner and;*

2. *in advance; promoting through the web, social media, membership and other networks*
 3. *during; encouraging employees to take part in Uniform to work Day and any Flag Raising Ceremonies; assisting with case studies and stories*
 4. *post; publishing stories on the web, social media, through our own membership and other networks as well as working the RFCA Communications lead and the press*
- *any additional commitments Ian Williams Ltd could make (based on local circumstances).*

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.