



Victory Financial Solutions 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:

Victory Financial Solutions Limited

Signed: 

Position: Director _____

Date: April 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 Victory Financial Solutions 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 Victory Financial Solutions 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;*
 - *we will promote the Armed Forces Covenant on the Victory Financial Solutions website – www.victoryfs.co.uk and other marketing / customer facing material*
- *striving to support the employment of Service spouses and partners;*
 - *where appropriate we will seek to engage Service spouses and partners within the business*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
 - *where possible we will seek to accommodate flexible leave arrangements for Service 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;*
 - *Our Reserve Forces Policy outlines our commitment to supporting employees engaged as Reserves*

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
 - *we will actively promote and support Armed Forces Day*
- *offering a discount to members of the Armed Forces Community*
 - *We will support the provision of discounts through sister company R3: Affinity Alliance t/a Forces Travel, also a signatory to the Armed Forces Covenant and also through our website www.forcesdiscount.com ;*
- *providing military appropriate financial services products and services at competitive prices;*
 - *our products and services are tailored to the military, at competitive prices*
- *ensuring staff are sufficiently aware of Service life and able to deliver appropriate service to customers*
 - *we will deliver appropriate training and ensure our staff have sufficient military awareness to deliver appropriate service*

2.2 We will publicise these commitments through our literature and/or on our website and inviting feedback from the Service community and our customers on how we are doing.