



## Invictus Resource LTD

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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:  
**Invictus Resource Ltd**

Signed: \_\_\_\_\_

A handwritten signature in black ink, appearing to be "T. ....", written over a horizontal line.

Position: \_\_\_\_\_

Director / owner.

Date: \_\_\_\_\_

8-7-19.



## 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 Invictus Resource 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 Invictus Resource 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 by publicising our commitment through all our marketing channels and by proudly displaying the Armed Forces Covenant logo ;*
- *Direct our recruiting effort towards the Armed Forces community by advertising through 'service friendly' recruitment agencies and service charities;*
- *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;*
- *Improving the opportunities made available to former Service personnel and new service leavers by increasing potential employers understanding of the skills and qualifications of those personnel and the benefits they will bring to their business;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting special leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible;*
- *we shall offer guaranteed procurement process assessment to veteran, spouse or reservist owned businesses if they meet the minimum selection criteria as laid out in the tendering process.*
- *we shall follow Armed Forces Day on Facebook, post messages of support on social media sites and link to the Armed Forces Day website.*

2.2 We will publicise these commitments through our literature and/or on our website and social media pages, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.