



Scott Communications (U.K.) 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:

Scott Communications (U.K.) Ltd

Signed: *D J Salt*

Position: Director

Date: 21 June 2019.



Military Representative

Signed: *[Signature]*

Name: Capt Dudhprasad Gurung MVO RE

Position: 579 Field Squadron, 101 Engr Regt

Date: 21 June 2019



Ministry
of Defence

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, Scott Communications, 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 Scott Communications 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 proudly display the AFC logo on our literature including, as appropriate, our website, email signatures and business cards. We will continue to promote the Armed Forces and the benefits of signing the Covenant as part of our wider conversation with other businesses and organisations.*
- *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. Scott Communications' co-founder, Debbie Scott, served as a Royal Naval Reservist for 12 years at HMS President in London as a rating, junior officer and as the unit's Public Relations Officer. Scott Communications' other co-founder, Tony Scott, is a serving officer in the Royal Naval Reserve, also based at HMS President in London, with 20 years' regular and reserve naval experience behind him. A Mine Warfare Officer, Tony mobilised to the Arabian Gulf for the whole of 2009; leveraging his civilian skills, he also acted as Head of Digital (SO2) for the RNR and RMR from 2013-16.*
- *Striving to support the employment of Service spouses and partners. Scott Communications was co-founded by Tony Scott who is a serving Royal Naval Reservist, and Debbie Scott who, as Tony's wife and mother of their four-year-old daughter, is also a military spouse.*

- *Endeavouring to offer a degree of flexibility in granting 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. Training and deployment will always be accommodated as far as possible.*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible, Tony has worked with local cadet units through his membership of the Worshipful Company of Information Technologists. Debbie, as an ex-Sea Cadet, has also offered her help to the Sea Cadet Corps across London and the South East. Scott Communications is keen to support cadet units in and around Tonbridge where the company is based.*
- *Aiming to participate actively in Armed Forces Day. Scott Communications is arranging an event for this year's Armed Forces Day on behalf of the Federation of Small Businesses (FSB), with a view to raising awareness of the Covenant within the small business community and of how small businesses can benefit from hiring ex-forces personnel. Scott Communications is organising this event on a purely pro bono basis, as it believes in the value ex-forces personnel can bring to the business community.*

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.