



Signed on behalf of:
Thomas, Carroll Group plc

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:

A handwritten signature in black ink, appearing to read 'Stephen Thomas', written over a horizontal line.

Position: CEO

Date: 21 March 2019



thomascarroll
GROUP PLC

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 **Thomas, Carroll Group plc** 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 **Thomas, Carroll Group plc** 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 displaying this information in our publications, on our website and on social media;*
 - *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, by ensuring that everyone is treated fairly, irrespective of their background;*
 - *striving to support the employment of Service spouses and partners, by ensuring that everyone has the same chances of employment through merit and capability;*
 - *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, by careful planning and understanding of the employee's needs and requirements;*
 - *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible, giving them paid leave for training;*
 - *offering support to our local cadet units, either in our local community or in local schools and to veterans, where possible by making our senior people available to give presentations or by attending career fairs, giving guidance and advice on applying for jobs and on interview techniques;*
 - *aiming to actively participate in Armed Forces Day by allowing members of the Armed Forces to wear their uniform to work;*
- 2.2 We, **Thomas, Carroll Group plc**, 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.

Section 3: Thomas, Carroll Group plc Corporate Covenant

3. We, **Thomas, Carroll Group plc**, are proud to declare our support for the Armed Forces Community. We will consider ways in which we can provide additional assistance, whilst monitoring and developing our current support.