



Anchor Group Services

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:

Anchor Group Services

Signed: _____

A handwritten signature in black ink, consisting of several stylized, overlapping strokes, positioned above a horizontal line.

Position: CEO _____

Date: 24TH July 2019 _____

ANCHOR
■■■■■■■■■■ group services

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 Anchor Group Services 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 Anchor Group Services 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 to the armed forces covenant on our website and in company literature and display the armed forces covenant logo to show we are a forces friendly business.*
- *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; including offering guaranteed interviews to veterans and WIS personnel if they meet the minimum selection criteria for any job role.*
- *striving to support the employment of Service spouses and partners; by committing to attempt to find alternative deployments for service spouses if they need to move to accompany their partner and advertising through service friendly recruitment agencies.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; by looking sympathetically on requests for holiday before, during and after deployments and providing special paid leave for employees who are bereaved or whose loved ones are injured.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; by offering guaranteed leave for two week camps and deployments and allowing flexible unpaid leave to meet their reservist commitments. We will also accommodate the mobilisation of all reservists in the vent they are required to deploy.*
- *aiming to actively participate in Armed Forces Day; by becoming an armed forces day corporate partner and engaging with all armed forces related social media and link the armed forces day website and events.*

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.