



## RT Infrastructure Solutions 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:  
**Ministry of Defence**

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

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

MANAGING DIRECTOR

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

22/08/2019.

# 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 RT Infrastructure Solutions 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 RT Infrastructure Solutions Ltd (RTIS) 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;* Several military service leavers currently work with or alongside RTIS and have done so for many years. RTIS will publicise the Armed Forces Covenant commitments through our website and display a poster in and around our business. RTIS will also display the Armed Forces Covenant logo through our webpages to show that members of the Armed Forces community are welcome customers.
- *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;* RTIS currently utilize the CTP website to advertise our job vacancies. We also attend the CTP career fair held annually in Chelmsford.
- *striving to support the employment of Service spouses and partners;* RTIS currently focus recruiting efforts on the Armed Forces community by advertising through the Quest magazine and the CTP career fairs.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;* RTIS will aim to look sympathetically on

requests for holidays before, during or after a partner's overseas deployment and when the service person has leave to spend time with their family.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;* RTIS will accommodate reservists' training and commitments wherever possible allowing reservists to take normal leave for any requirements they may have - or potentially considering offering additional unpaid or, where practicable, even paid leave.
- *offering support to our local cadet units, either in our local community or in local schools, where possible;* encourage our employees to be cadet helpers or instructors. RTIS would be happy to promote the cadets and all that this entails.
- *aiming to actively participate in Armed Forces Day;* RTIS will hold an Armed Forces themed week in our offices to support our local community. We will also follow Armed Forces Day on Facebook or Twitter, post messages of support on social media sites and link to the Armed Forces Day website.
- *offering a discount to members of the Armed Forces Community;* give the Armed Forces Community fair access to products and services, for example allowing them to pause or cancel contracts or policies at no cost when they are posted overseas. Make products available for delivery to British Forces Post Office (BFPO) addresses overseas (e.g. military bases) where appropriate at the lowest commercial rate.
- *any additional commitments RTIS could make (based on local circumstances).* RTIS will continue to attend all Military events, such as the reservist day held in July 2019.

2.2 We will publicise these commitments through on our website and our marketing literature for the whole of RTIS, to set out how we honour them and inviting feedback from the Service community and our customers on how we are doing.