



Avara Foods

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 on behalf of:
Avara Foods

Name: Air Vice-Marshal Michael Smart OBE DL

Position: Vice Chairman (Air) West Midland Reserve Forces & Cadets Association

Date: 20 September 2019

Position: HR and Communications Director

Date: 20 September 2019



**Ministry
of Defence**



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 Avara Foods 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 Avara Foods Limited 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***
- ***Supporting Veteran Employment***
 - *Support the employment of veterans of all ages, through working with the Career Transition Partnership and specialist recruitment channels and groups to offer clear career pathways.*
 - *Create a supportive environment for ex-service personnel through, for example, a Mentoring programme, Avara support network and connections with the broader Armed Forces Network*
 - *Offer interviews for veterans that meet the criteria required for specific job roles.*
 - *Offer work placement opportunities and insight days to ex-service personnel*
 - *Establish closer relationships with local services communities to advertise roles*
- ***Supporting Reservists***
 - *We will support reservists within the business, accommodating their training and deployment where possible*

- ***Offering Spousal / Partner support***
 - *Support and seek the employment of Forces spouses, partners and dependents.*
 - *Offer support for any spouse or partner whose partner is to be deployed before, during and after deployment by offering leave at short notice where possible*
- ***Engaging with Cadet Forces***
 - *Engage with older Cadets to support employability and help them understand potential routes into employment including, Apprenticeships, Degree apprenticeships Placements and Graduate schemes through insight days and work placements*

2.2 We will publicise these commitments through our literature and with our 'Service Friendly' partners, setting out how we will seek to honour them and inviting feedback from the service community and our customers on how we are doing.