



SRG International Ltd

Trading As Subrosa Group

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:

SRG International Ltd

Trading as Subrosa Group

Signed: _____

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Position: Chief Executive Officer _____

Date: 04th October 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 Subrosa Group 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 Subrosa Group 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 actively promote our commitment to the Armed Forces Covenant by displaying the logo on our website, following the Armed Forces Day twitter page and the Armed Forces Covenant and shall promote through any marketing we can.

- *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;*

We proactively recruit HM Forces personnel who are about to leave HM Forces, we also recruit veterans from all services and currently employ 5 veterans within the senior management team and 25+ veterans in our operational staff. We will also look to begin our relationship with the CTP.

- *striving to support the employment of Service spouses and partners;*

Where possible, we offer employment to Service spouses and partners and often promote vacancies to these personnel first.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

We commit to offer a degree of flexibility in granted leave for Service spouses and partners before, during and after deployment.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

We commit to supporting any employee who chooses to be a member of the Reserve Forces and where possible by accommodating their training and deployment.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

We commit to offering support to our local cadet units and our local community or local schools where possible.

- *aiming to actively participate in Armed Forces Day;*

When possible, we aim to participate in Armed Forces Day. We currently follow the Armed Forces Day twitter page.

- *offering a discount to members of the Armed Forces Community;*

We offer variable discounts to members of the Armed Forces Community.

- *any additional commitments Subrosa Group could make (based on local circumstances).*

As well as supporting former HM Forces personnel in employed positions we also utilise numerous veterans who are self-employed. We proactively support a military charity connected to UK Special Forces.

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.