



North Norfolk Railway 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 on behalf of:
North Norfolk Railway plc

Signed: *D Munday*

Position: General Manager

Date: 18th 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 the North Norfolk Railway 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 The North Norfolk Railway 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; The North Norfolk Railway is affiliated to the Royal British Legion (Norfolk) working together to help retired servicemen and women with their reintegration into the civilian community by providing volunteering opportunities. The Railway's website is being updated to reflect this affiliation.*
- *striving to support the employment of Service spouses and partners; the Railway already employs a number of former servicemen in both paid and voluntary roles and is about to employ an apprentice engineer through the Boiler Engineering Skills Technical Trust (BESTT) who has just left the Royal Navy. This will provide him with the basis of a new career in mechanical engineering for the future.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; local cadet units already participate in special events at the Railway.*

- *aiming to actively participate in Armed Forces Day; the Railway will be actively publicising the next day on the 27th June 2020 with events at its stations.*
- *offering a discount to members of the Armed Forces Community; the Railway already accepts the Defence Discount Service card and offers reduced fares for anyone presenting an armed forces' identity card.*
- *Inviting military charities to be represented at special events such as the 1940s Weekend each September where they can mount publicity displays and raise funds.*

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them.