



Vivid Homes

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:

Vivid Homes

Signed:

Position: Chief Executive

Date:

24th Sep '19

Signed on behalf of:

Ministry of Defence

Signed:

Name: Commander Harriet Morris

Position: Chief of Staff, RN Media Comms and Engagement

Date:

24th Sep '19

VIVID



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 **VIVID** 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 **VIVID** 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;
 - displaying the fact we have signed the pledge on our recruitment pages and supporting literature.
- 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 by;
 - Attending Careers events hosted by CTP and other Forces related organisations.
 - Hosting Insite days every year in our offices
 - Looking to develop ongoing relationships with organisations supporting the redeployment ex-service personnel within our geography.
 - Ensuring all our roles are advertised within the Forces via CTP.
- striving to support the employment of Service spouses and partners;
- 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 by giving them paid leave to attend ongoing training activities.
- aiming to actively participate in Armed Forces Day by attending events and sponsoring local initiatives where these are appropriate.
- Supporting local charities who support ex service people such as Veterans in Action our current charity of the year where we are targeting raising £20k and actively sponsoring activities such as the annual poppy appeal.

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.