



Unity Group Inc Ltd

Unity Group Inc Ltd & Co is a holding company made up of 8 business units including Tech Groups and Biz Groups. Unity's main purpose is to enable people to connect and communicate intelligently through technology.

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:

Unity Group Inc Ltd & Co

Signed: _____

Position: Group CEO

Date: 23/10/2019



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 **Unity Group Inc Ltd & Co** 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 **Unity Group Inc Ltd & Co** 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:

- *Offering guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in job advert in the industries which we operate;*
- *Providing a maximum of 3 months' work experience to war veterans within either of Unity Tech Group or Unity Biz Group.*
- *Offering up to 25 hours a year of career advice for those who have left forces, through the arrangement of monthly meetings.*
- *Holding briefing days specifically for those leaving the Armed Forces, to raise awareness of the opportunities for employment in your business;*
- *Providing 12 months of no cost telephone and internet rental to support houses setup to provide accommodation for war veterans, through utilising two of our internal business units.*
- *Offering a discount to members of the Armed Forces Community;*
- *Aiming to actively participate in Armed Forces Day, by*
- *Running two charity events per annum to support either war veterans, a charity supporting the armed forces, or an organisation linked to MoD. By promoting through*

external and internal communications, providing descriptions of Armed Forces friendly events and the outcomes of what these events have achieved.

- *Recognise military skills and qualifications when interviewing for new positions;*
- *Support the employment, where appropriate, of wounded, injured or sick veterans perhaps by working with the Career Transition Partnership (CTP Assist) or through a guaranteed interview scheme, to aid their transition into the civilian workplace.*

How we can support the employment of service spouses and partners:

- *Provide the opportunity of guaranteed interviews to spouses/partners of service employment if they meet the selection criteria laid out in the job advert.*
- *Focus on recruiting effort of Armed Forces community, such as advertising and communicating through 'service-friendly' recruitment agencies and service charities.*

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.