



## Hamilton Barnes Associates Limited

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:

**Hamilton Barnes Associates Limited**

Signed:

Position:

Director

Date:

30/10/19

Signed on behalf of:

**Ministry of Defence**

Signed:

Name:

P F TUTE S W C L

Position:

S W L D R O P S

Date:

30 Oct 19



# 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 Hamilton Barnes Associates Limited 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 Hamilton Barnes Associates 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 by publicising the Armed Forces Covenant on our website, displaying the Armed Forces Covenant and celebrating Armed Forces Day as a business.
- 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;
- holding briefing days aimed at those with an IT or Communications background, and a positive security clearance, as a way to raise awareness of the opportunities for employment, in addition to giving specific guidance and support during their transition to civilian life.
- aiming to actively participate in Armed Forces Day by following it on social media and posting messages of support on social media sites with links to the Armed Forces website.
- seeking to support self-employment (or business ownership) of veterans, spouses or reservists by focusing effort on the Armed Forces community, such as advertising contracts through reputable 'service-friendly' agencies or building procurement sourcing lists through reputable 'service-friendly' related directories.