

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

We MBNL 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*
- *Ensuring that Service Leavers (both new and existing employees) have access to specialist and confidential counselling, support and other advice specifically to assist with the transition from the Armed Forces to civilian life (should they need it);*

Section 2: Demonstrating our Commitment

MBNL 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;*
- *Seeking to support the employment of veterans young and old including Wounded, Injured and Sick by working with the Career Transition Partnership (CTP);*
- *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 or Cadet Force Adult Volunteer Instructor, including by accommodating their training and deployment where possible;*
- *Endeavouring to support our local cadet units, either in our local community or in local schools, where possible;*
- *We will support Armed Forces' Day and Reserves' Day and show our support on social media platforms by posting messages and links;*
- *Recognising military skills and qualifications when interviewing for new positions;*
- *Considering special paid leave where appropriate to those mobilised or for training days;*
- *Displaying the Armed Forces Covenant and Employer Recognition Scheme logos on our website, marketing material and office collateral;*
- *Encouraging employees to join the Reserved Forces or volunteer as Cadet Force Adult Volunteer Instructors;*
- *Encouraging employees to volunteer and take part in events for Service charities;*
- *Opportunities for work experience for those transitioning out of the forces;*
- *We have a buddy scheme to assist transition of new employees with a service background;*
- *In some circumstances special treatment may be appropriate especially for the injured or bereaved*

MBNL will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and employees