



## Keith May Accounting Services

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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:

Keith May Accounting Services

Signed:

A handwritten signature in black ink, appearing to be "Keith May".

Position: Owner

Date: 7<sup>th</sup> November 2019



KMAS

Keith May  
Accounting Services

# 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 **Keith May Accounting Services** 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 **Keith May Accounting Services** 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 our Covenant pledge on our website and displaying the Covenant Logo;*
- *seeking to provide support Veterans, Service spouses and partners and members of the Reserve forces who wish to become or are self-employed by:*
  - *working with other organisations, such as X Forces, to provide advice in the early stages of self-employment,*
  - *advertising our services via veteran networks and websites,*
  - *promoting the range of networking opportunities and support available to veterans both during meetings and via our website and social media platforms;*
- *striving to support the (future) employment of Service spouses and partners by:*
  - *advertising widely in the Armed Forces Community,*
  - *welcoming applications from spouses/partners who meet the criteria in the job specification,*
  - *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 (future) employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible by:*
  - *up to 2 weeks per year of special paid leave will be available to attend annual training camps,*
  - *accommodation of Reserve training commitments wherever possible,*
  - *fully supporting and accommodating mobilised deployment of Reservist employees if required;*

- *aiming to participate actively in Armed Forces Day and Reserves Day by promoting it through our website, social media and other networks;*
- *offering a discount of 10% to card carrying members of the Armed Forces Community;*

2.2 We will publicise these commitments through our literature (by displaying the badge of the Covenant), and on our website (where the pledge will be in full), and on our social media platforms, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.