



**ARMED FORCES
COVENANT**

Morris & Company

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:
Ministry of Defence

Position: Deputy Commander (Reserves) 11
Signals and West Midlands Brigade

Date: 26th September 2019

Signed on behalf of:
Morris & Company

Position: Chairman

Date: 26th September 2019



**Ministry
of Defence**

**MORRIS
& COMPANY**

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 Morris & Company 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 Morris & Company 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; We will integrate our commitment to AFC as part of our CSR communications and promote the logo on our website;*
- *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; we plan to meet with CTP and agree way forward to encourage Veterans for interview for relevant jobs across our Care, Property and Site Machinery companies to demonstrate inclusivity. Especially, we can also incorporate it into our Recruitment Plan advertising for our Care operation to see if we can attract Veterans to the variety of roles available;*
- *Striving to support the employment of Service spouses and partners; We are proud to already have two Service spouses in our business so the Company is already demonstrating this;*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; As above we are flexible*

- *Seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible; We would be happy to take on a Reservist and allow the mandatory 10 days training on top of their annual leave as required*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible; An existing employee already does this as a Cadet Administrator – when we commit to the Covenant we are going to officially implement the offer of a week's paid leave to support CA activity each year in addition to general flexibility;*
- *Aiming to actively participate in Armed Forces Day;*

2.2 We will publicise these commitments on our website, setting out how we will seek to honour them and inviting feedback from the Service community. *We plan to do this on the CSR page on our Morris & Company corporate website www.morrisandco.com*