



ALL TERRAIN MEDICAL LTD

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:
All Terrain Medical Ltd

Signed:  _____

Position: MANAGING DIRECTOR _____

Date: 10th December 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, [All Terrain Medical Ltd](#), 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 [All Terrain Medical Ltd](#) 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; through focused Social Media campaigns and ongoing local and website-based promotion.*
- *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; providing training opportunities, employment opportunities and attending forces job workshops.*
- *striving to support the employment of Service spouses and partners; by providing a flexible and inclusive work solution.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; working with Service spouses and partners under our employ to be mindful of deployment and other significant dates and timings to ensure attendance and facilitate transport (and were necessary, childcare) in support of those dates/times.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; by employing a*

large enough bank of staff to support business operations in the legitimate absence of Reserve forces.

- *offering support to our local cadet units, either in our local community or in local schools, where possible; we will work with schools and cadet detachments to offer skills training and local volunteer opportunities.*
- *aiming to actively participate in Armed Forces Day; [All Terrain Medical Ltd](#) will identify local Armed Forces Day celebrations and will offer FREE First Responder level medical services to these events to support the event and ensure all visitors to these celebrations have access to an organisation committed to supporting the Armed Forces*
- *offering a discount to members of the Armed Forces Community; we commit to offering discount on training and services to any member of the Armed Forces Community.*
- *work with outside agencies and charities to support work with members of the Armed Forces Community and their mental and physical health; we will achieve this through partnering with current charities to support their efforts.*
- *any additional commitments [All Terrain Medical Ltd](#) could make; we will continually review our covenant to ensure we are providing the very best commitment to our Service personnel and their families.*

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.