



HAYACHI SERVICES 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:
HAYACHI SERVICES LTD

Signed: 

Name: AMRITPAL GILL

Position: DIRECTOR

Date: 27/12/2019



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 HAYACHI SERVICES 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 HAYACHI SERVICES 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, on our website and in other materials which carry the company name or logo, as appropriate;*
- *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;*
- *striving to support the employment of Service spouses and partners, and seeking to independently audit our efforts annually so that we know where to improve our efforts;*
- *endeavouring to offer 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, including by accommodating their training and deployment where possible, and to provide opportunities for flexible working;*
- *enabling employees who are active members of the Reserve Forces to maintain their training commitments by providing special paid leave arrangements as defined in the Reserve Forces Employee Relations Policy*

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *offering a discount to members of the Armed Forces Community;*
- *to recognize and account for any military skills and qualifications employees or prospective employees seek or already hold;*
- *striving to support our employees in charitable activities related to the Armed forces, be they serving or Reserve, including by encouraging employees to volunteer and raise funds for Armed Forces charities, and providing employees paid leave or other support to enable them to do this.*

2.2 We will publicise these commitments through our literature which hold the company logo or name, as appropriate and on our website as well, setting out how we will seek to honour them and inviting feedback from the Service Community and our customers on how we are doing. We will also have our efforts independently audited annually, and where possible publicise the results of these audits on our website to declare our progress and further goals to adhere to the above commitments.