



Orion Land and Developments

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:

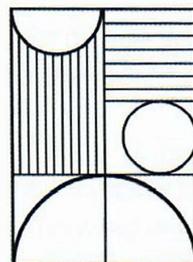
Orion Land and Developments Ltd

Signed: *M Betteridge*

ORION LAND DEVELOPMENTS LTD

Position: Managing Director

Date: 27th January 2020



EST. 2002

**ORION
LAND**

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 Orion Land and Developments 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 Orion Land and Developments 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; We support a number of Military charities and promote them on our website. We will also publicise our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo*
- *seeking to support the employment of veterans young and old, in order to establish a tailored employment pathway for Service Leavers; We actively support and mentor service leavers in close collaboration with, but not limited to, our supported charities*
- *Support the employment, where appropriate, of wounded, injured or sick veterans, through a guaranteed interview scheme.*
- *We recognise military skills and qualifications when interviewing for new positions*
- *striving to support the employment of Service spouses and partners; We focus recruiting effort on the Armed Forces community, such as advertising through 'service-friendly' recruitment agencies and service charities.*
- *Offer guaranteed interviews to spouses/partners if they meet the selection criteria laid out in a job advert.*
- *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 employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *aiming to actively participate in Armed Forces Day;*

2.2 We will publicise our support to these commitments:

- *through our website and the charities that we support.*
- *we actively organise and manage a discrete resettlement program for service leavers where we mentor and advise on all aspects to the transition period and into a viable second career.*
- *act as a key stakeholder in the Royal Marines 'Bootnecks in Business' networking forum.*
- *actively looking to create veterans friendly housing in our new developments along with the opportunity for re-training, health and wellbeing in family supported communities.*