

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 Mitie 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 Mitie 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:*
 - *the formation of the company-wide Mitie Military Network,*
 - *the introduction of our Armed forces web-page,*
 - *becoming the prime sponsor of the Army Rugby Union (ARU) which includes both digital and physical promotion eg. ARU liveried vans nationwide and the AFC logo on signature blocks,*
 - *As a corporate partner of SSAFA;*
- *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: this will include:*
 - *our Armed Forces Career Portal establishing a digital link between Mitie Opportunities and the CTP;*
 - *establishing stands at military career fairs such as our participation in the Invictus Games;*
 - *using our veterans through the Mitie Military network to coach and mentor prospective and newly joined Mitie colleagues;*

- *striving to support the employment of Service spouses and partners through an inclusive approach to our recruitment systems and linking to military employment networks such the Forces Families Job Site; we also endeavour 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 and Cadet Adult Volunteers, including by accommodating their training and deployment where possible including a commitment to offering an additional 10 days paid leave to attend reservists annual training commitments.*
- *linking veterans and local cadet units to our apprenticeship programmes*
- *aiming to actively participate in Armed Forces Day with events at our locations and those of our clients, calling upon the support of our reserve and veteran community and their families*
- *where possible offering work placements for service leavers and veterans*

2.2 We will publicise these commitments through 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.