



Pimento Connection 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:

Pimento Connection Ltd

Signed: 

Position: Global Director

Date: 09 February 2020



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 **Pimento Connection 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 **Pimento Connection 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 were formed and are wholly owned by Veterans. We understand the challenge of transition to civilian life. More importantly we recognise and value the unique qualities that our service men and women bring to business. Furthermore, we believe that the values and standards of the armed forces reflect absolutely the values and standards in which business will thrive. We pride ourselves in bringing the qualities of the warrior to the business arena.*
- *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 undertake to speak to any Veteran who seeks our help. We will give advice on employment and assist in the preparation of Curriculum Vitae and interview technique. We have and will continue work closely with resettlement partners. We further undertake to work with Unit Resettlement Officers and offer group briefings to units.*
- *striving to support the employment of Service spouses and partners; We at Pimento Connection care about people, we ensure that we focus on exactly what people need (be it our candidates or customers). If candidates' spouses and partners also need help in finding employment after their partner has left the Armed Forces or whilst still serving, we will happily assist both to succeed in finding employment and establishing their careers. We understand the frustration of spouses in having to put careers on hold whilst "following the drum".*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; We are a Recruitment and Executive placement company but we undertake to advise our client employers of the importance of flexibility in during these periods.*

- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Any Pimento employee who chooses to join the reserve Forces will be given every assistance including the time required to train.
- 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; Pimento Connection will actively promote to highlight the importance of acknowledging Armed Forces Day.
- offering a discount to members of the Armed Forces Community; CV Writing and Interview preparation courses are offered to Veterans and service community members including spouses. at a discounted rate.
- any additional commitments *Pimento Connection Ltd* could make (based on local circumstances).

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. *We will create a secure area on our website and app for Veterans wishing to leave the Armed Forces, hoping to find opportunities and new careers. Within this 'Hub' we will develop a network of contacts, support, vacancies, success stories and articles from Combat Stress, which is a charity that Pimento Connection actively supports. We aim to provide a network to enable the transition from the Armed Forces into Civilian life and careers, reaching out to colleagues, organisations and charities to for additional support as required. We will focus on IPDD to facilitate an easy transition into civilian life.*

My experience and first-hand knowledge of how it feels to leave the Armed Forces is a prime example of how Veterans can use their skills and experience to set out a successful career path. Pimento Connection was formed with the sole purpose of assisting ex-service leavers to find their feet in the civilian world, find work and to be successful outside of a military environment. We will do what it takes to ensure that all future service leavers are provided with the skills and support they need to succeed.