



SANDPIPER INTERNATIONAL LIMITED

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:

SANDPIPER INTERNATIONAL LIMITED

Signed:

A handwritten signature in blue ink, appearing to be "S. Piper".

Position: Founder / CEO

Date: 10/FEB/2020

SANDPIPER
- INTERNATIONAL -

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 SANDPIPER INTERNATIONAL LIMITED 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 SANDPIPER INTERNATIONAL LIMITED 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 will publicise our Covenant commitment on our website and noticeboards within our business*
- ***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 will always consider veterans, young and old, if they meet the selection criteria laid out in the job advert.*
 - *we value and recognise military skills and qualifications when interviewing for positions.*
 - *we will support the employment, where appropriate, of wounded, injured or sick veterans.*

- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - *we will endeavour to provide flexibility when granting leave and look sympathetically at any specific request for leave.*
 - *on a case by case basis, we will consider special paid leave for employees who are bereaved or whose spouse/partner has been injured*

- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
 - *we will actively support personnel who are, or wish to become, members of the Reserve Forces.*
 - *we have a Reserve Forces Policy, which supports reservists by granting them an additional 10 days leave to cover their training commitments.*
 - *we will, wherever possible, accommodate the mobilisation of the reservists if they were to deploy.*

- ***offering support to our local cadet units, either in our local community or in local schools, where possible;***
 - *we will encourage employees to engage with Reserve Forces and Cadet associations and offer support to local cadet units.*

- ***aiming to actively participate in Armed Forces Day;***
 - *we will promote Armed Forces Day via our newsletter, social media channels (Twitter/YouTube) and encourage employees to support and attend local events.*

2.2 We will publicise these commitments through our social media channels, newsletters 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.