

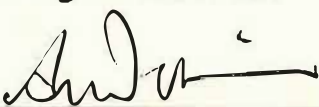


Diamond Light Source Ltd

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:

Diamond Light Source Ltd

Signed: 

Name: Andrew D. Jones, Director

Position: Chief Executive

Date: 3rd December 2019

Ministry of Defence

Signed: 

Name: Peter D. Harrison, 202, Main Rd, 407

Position: Assistant Chief of Staff Career Management

Date: 3rd December 2019



Ministry of Defence

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 Diamond Light Source 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 Diamond Light Source 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 through our website and social media platforms.*
- *Seeking to support the employment of veterans young and old; including wounded, injured and sick by working with the Career Transition Partnership (CTP).*
- *Ensuring that service leavers (both new starters and existing employees) have access to specialist and confidential counselling, support and other advice specifically to assist with the transition from the Armed Forces to civilian life (should they need it) through a partnership with Veterans Aid.*
- *Seeking to support our employees who choose to be members of the Reserve Forces, by accommodating their training and deployment where possible.*
- *Recognising military skills and qualifications on applications for new positions.*
- *Providing a buddy scheme to assist transition of new joiners with a service background.*
- *Striving to support the employment of Service spouses and partners.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- *Offering support to our local cadet units, either in our local community or schools, where possible and encouraging employees to volunteer as Cadet Adult Instructors.*

- *Aiming to actively participate in Armed Forces Day and Reserves Day and show our support on social media platforms by posting messages and links.*
- *Offering guaranteed interviews to veterans providing they meet the requisite criteria.*
- *Displaying the Armed Forces Covenant and Employer Recognition Scheme logos on our website.*
- *Encouraging employees to volunteer to take part in events for service charities.*

2.2 We will publicise our commitments with promotional logos on the external/internal website and through setting out how we will seek to honour our commitments in our literature and/or on our intranet site, inviting feedback from the Service community, our employees and/or the users of our facility on how we are doing.