



## **HIDDEN WARRIORS CIC**

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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:

**HIDDEN WARRIORS CIC**

Signed: *G. Tuach* \_\_\_\_\_

Position: Director \_\_\_\_\_

Date: 21/04/2020 \_\_\_\_\_



# 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 **Hidden Warriors CIC** 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 **Hidden Warriors CIC** 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; by holding Community Events that are focused on the Veteran Community.*
- *striving to support the employment of Service spouses and partners; welcoming volunteers to assist and provide a beneficial support service from Hidden Warriors CIC.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; As a volunteer organisation we will embrace and encourage leave to be taken to spend quality time with Service spouses and partners.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Will encourage our volunteers to be members of the Reserve Forces if this is their aspiration.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; Work with the local cadet units and invite to attend Community Events to promote the positives that cadet units bring to young people.*
- *aiming to actively participate in Armed Forces Day; We will actively attend events being held on Armed Forces Day or hold our own event.*

- *offering a discount to members of the Armed Forces Community; Discounts to be offered to the Armed Forces Community on our Hidden Warriors CIC merchandise via online shop and at Community Events.*
- *Actively promote the Armed Forces and provide up to date information at Community Events; Achieved by our Directors still serving in the Armed Forces.*
- *Encourage other Companies to sign up to the Armed Forces Covenant; Promote on our website that we are proud members of the Covenant and detail why this is important. Ask that our partners are also members of the Armed Forces Covenant.*

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.