



## Virtue Global 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:  
**Virtue Global Limited**

Signed: 

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

Date: 29/04/2020 \_\_\_\_\_



# 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 Virtue Global 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 Virtue Global 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; By proudly discussing the fact that many of the people already involved in our business are ex-military. We welcome working with ex-military personnel because of their unwavering work ethic.*
- *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 can offer resettlement packages and positions to people who are preparing to leave the armed forces.*
- *striving to support the employment of Service spouses and partners; As our business grows we encourage ex-military personnel, and their families/partners, to become involved with us.*
- *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 very flexible in our approach and are more than happy to allow leave to personnel who require it.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; We already have a member on our team who is a Reservist and we're more than happy to welcome more similar ex-military personnel on board. We understand that this selfless commitment by Reservists requires additional time for training and deployment, and we're delighted to be able to support any personnel in these endeavours.*
- *aiming to actively participate in Armed Forces Day; We are prepared to be actively involved in this event as active and non-active armed forces personnel are important to us. We plan to engage in fund raising through our social media efforts to help this cause also.*
- *offering a discount to members of the Armed Forces Community; We already offer a discount to our customers once we are aware that they are active or non-active members of the armed forces.*

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.