



## **EDGEPS LIMITED (EDGE)**

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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:

**EDGEPS LIMITED  
(EDGE)**

Signed: \_\_\_\_\_

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

Date: 01.05.2020 \_\_\_\_\_

# EDGE

# 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 **EDGEPS LIMITED (EDGE)** 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 **EDGEPS LIMITED (EDGE)** 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, recruitment and selection collateral and communications (advertisements, agencies, careers fairs etc)*
- *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; - collaboration with The Career Transition Partnership (CTP) to support people with career transition advice and training opportunities, including work experience placements which could lead to employment opportunities.*
- *striving to support the employment of Service spouses and partners; - promoting the fact that we are an armed forces-friendly organisation; - through our website, recruitment and selection collateral and communications (advertisements, agencies, careers fairs etc)*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; - promoting our organisation as armed forces friendly, flexible and agile approach to whole life commitments and incorporate into the work life balance. Messages communicated in recruitment literature, interviews, and induction processes.*

- *seeking to support our employees who choose to be members of the Reserve forces, promoting our organisation as armed forces friendly, flexible, and agile approach to whole life commitments and incorporate into the work life balance. Messages communicated in recruitment literature, interviews, and induction processes. We currently have a member of staff who is a Police Community Support Officer. These measures are in place to support his commitments with the Police Force alongside commitments to our organisation and workload.*
- *including by accommodating their training and deployment where possible; - we are an equal opportunities employer and training and development is open to all staff regardless of grade or discipline. Training and development plans are developed as part of our annual appraisal process and are reviewed periodically as agreed. With an open door policy we encourage our people to identify areas for continuous improvement throughout the year rather than waiting for an annual review so training and development needs are met in real time to benefit individuals and the wider business.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible – We have a Social Value and Student Engagement Co-ordinator who will work closely with our Training and Development Lead to liaise with local establishments and the local authorities to identify opportunities to engage with the local community, young people, ex-Service personnel, Cadets and the disadvantaged to hold workshops, provide mentoring and offer work experience placements.*
- *aiming to actively participate in Armed Forces Day; - EDGE will support Armed Forces Day to provide a much valued morale boost for the troops and their families including Veterans, Cadets, Reservists and charities. Support on 27 June 2020 will be from home due to the cancellation of the event in Scarborough because of the Covid-19 outbreak. EDGE will get involved online by joining on Facebook and Twitter to keep up to date and show our Armed Forces how important they are to us. #SaluteOurForces will be used as a simple way for us to pay tribute to the British Armed Forces community for their hard work, dedication and efforts to and keep us safe in the UK and across the globe. To join in, we will send a photo or video of colleagues saluting!*

- *offering a discount to members of the Armed Forces Community; - as a Consultant offering services at a discounted rate would not be applicable. We would seek to add value to the communities in which we live and work through other means such as – work experience, employment opportunities, local spend, local labour, fund raising and charitable donations, community engagement, careers events, mentoring,*
- *any additional commitments EDGE could make (based on local circumstances). - EDGE is committed to Social Value (SV) and has a Corporate Social Responsibility (CSR) policy which supports accountability of the impacts of our activities on the environment, society, and the economy. We support our client's policies and commitments to SV/CSR on a corporate, framework and individual project basis. We engage and collaborate with clients, partners, supply chain, stakeholders, end users, community groups, to develop bespoke SV plans. Together we can tailor SV initiatives to wider objectives and ensure that we maximise opportunities and benefits for the communities in which we live and work including ex-military personnel and their families. We can provide examples of previous SV success if required.*

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 confirm our agreement and intention to comply with the above.*