



## Icarus

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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:  
**Icarus**

Signed: *Simon Morgan*

Position: Cofounder \_\_\_\_\_

Date: 25.05.2020 \_\_\_\_\_



# 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 Icarus 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 Icarus 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:
- *We openly promote the fact that we are an armed forces-friendly organisation who provides support and mental health treatment to serving and veteran personnel and their families*
  - *We work with a variety of organisations to help veterans and their families in order to establish a tailored employment pathway for Service Leavers; we also have volunteer veterans who are qualified therapists to help us provide our services. As and when we are financially secure enough to employ veterans we will absolutely do so*
  - *striving to support the employment of Service spouses and partners;*
  - *We have an extremely flexible working environment as we all work from home and this enables us to cater for family lifestyles and outside commitments that Service spouses and partners have before, during and after a partner's deployment;*
  - *We support all our volunteers who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
  - *We offer support to our local cadet units, either in our local community or in local schools, where possible;*
  - *We aim where possible to actively participate in Armed Forces Day;*
  - *We provide a free service to members of the Armed Forces Community needing mental health treatment and support and a 50% discount on all our training courses.*
  - *We are constantly looking for any additional ways Icarus could make a difference to the serving and veterans communities around the UK.*
- 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.