



## Kinapse

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value ~~S~~erving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

**Kinapse**

Signed

*Dawn Marriott - Chair*

Position:

*Executive Chair*

Date:

*20th March 2018*

Signed on behalf of:

**Ministry of Defence**

Signed:

*[Signature]*

Position:

*ARMY BOARD MEMBER*

Date:

*20th March 2018*

kinapse

# 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, Kinapse, 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 Kinapse 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 publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo;*
- *supporting the employment of veterans, young and old, by advertising our appropriate vacancies with the Career Transition Partnership (CTP) and other organisations which actively support Service Leavers;*
- *offering work place internships, where possible, to give veterans an opportunity to experience a commercial working environment;*
- *recognising military skills in our recruitment and selection processes;*
- *striving to support the employment of Service spouses and partners;*
- *supporting our employees who choose to be members of the Reserve forces;*
- *honouring Armed Forces Day, including encouraging Reservists to participate in Uniform to Work Day;*
- *delivering a co-ordinated Poppy Appeal in November to raise funds for the British Legion;*

2.2 We will publicise these commitments through all of our communication channels and to all of our volunteers, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are delivering.