



## Simply Hire Ltd

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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:  
**Ministry of Defence**

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

A handwritten signature in black ink, appearing to be a stylized name, written over a horizontal line.

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

Date: 12<sup>th</sup> May 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 Simply Hire Ltd 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 Simply Hire Ltd 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, displaying the Armed Forces Covenant logo and creating articles and content for our social media platforms relating to the Covenant and the work carried out by the CTP and charities such as Building Heroes.*
- *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; By advertising vacancies through CTP and also partnering with charities such as Building Heroes to give service personnel the pathway to employment within our business.*
- *striving to support the employment of Service spouses and partners; By offering equal opportunities to all who apply for any of our vacancies and guaranteed interviews to those who meet our selection criteria.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; By, where possible annual leave requests for service spouses and partners will be prioritised and under some circumstances short notice and unpaid leave requests will be accommodated,*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; with prioritised and short notice leave and extended unpaid leave requests.*
- *offering a discount to members of the Armed Forces Community; By offering preferential rates to the Armed Forces Community and signing up to the defence discount service.*
- *Providing sanitation units and servicing to Armed Forces Events within our area at discounted rates and in some instances free of charge.*
- *We will support Armed Forces Day, By using our social media platforms to promote and celebrate the day and local events.*

2.2 We will publicise these commitments through our literature and social media articles and 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.