



IrvinGQ 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:

IrvinGQ Limited

Signed:

A handwritten signature in black ink, appearing to read "D. Powell".

Position: President

Date:

27/5/20

IRVINGQ 

The logo for IrvinGQ, consisting of the word "IRVINGQ" in a bold, black, sans-serif font, followed by a yellow graphic element that resembles a stylized wing or a fan.

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, IrvinGQ 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 IrvinGQ is world renowned for the design and manufacture of high-performance, world class, and quality products to global aerospace and military markets and as a result continues to make a valuable contribution to the nation's defence and that of other countries. We continue to lead the way in providing our nation's armed services with the very best in parachute design, aerial delivery technologies and decoy systems.

IrvinGQ values the special and long standing relationship it has with members of the armed services and recognises the contribution that serving members of the armed services, reservists 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 promotional literature
- endeavouring to provide employment opportunities for Service Leavers and Veterans where suitable, recognising their unique skills
- endeavouring to support the employment of Service spouses and partners where suitable
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment
- endeavouring to support our employees who choose to be members of the Reserve forces, by accommodating their training schedules and deployment commitments where possible
- supporting our local cadet units in providing opportunities to develop their education and skills, either in our local community or in local schools, where possible
- aiming to actively support Armed Forces Day
- actively supporting employees who wish to raise funds for Armed Forces Charities
- committing to regularly review the commitments made and our progress in their delivery.

2.2 We will publicise these commitments through our literature, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.