



OSTC 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:

OSTC Limited

Signed: *Jan Cohen*

Position: COO, Deputy CEO

Date: 19th June 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 **OSTC 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 **OSTC Limited** 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 internal and selective external display of the Armed Forces Covenant logo and support of Armed Forces charities and events;*
- *supporting the employment of Service Leavers and their partners/spouses through targeted employment opportunities in combination with a recruitment and training process designed to recognise Armed Forces values, transferrable skills and qualifications, and through engagement with the Career Transition Partnership (CTP) and Forces Families Jobs (FFJ);*
- *adaptation of absence and vacation policy to support the needs of partners and spouses of serving personnel, and where possible by means of paid and unpaid leave in support of training and deployment needs of Reservists;*
- *to further support our Reservist forces by means of internal employee awareness and education;*
- *offering support to our local cadet units and adult cadet instructors, either in our local community or in local schools, where possible;*
- *to actively participate in Armed Forces Day;*

2.2 We will recognise and celebrate these commitments through a combination of ongoing employee education, awareness, monitoring, and selective internal and external publication.