



FORUM ELITE SECURITY LTD.

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:

FORUM ELITE SECURITY LTD

Signed: *STEPHEN SIMPSON*

Position: DIRECTOR

Date: 24 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 **Forum Elite Security 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 **Forum Elite Security 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**
 - ❖ *Promoting our work through social media and other streams which include working with the local press.*
 - ❖ *Making the wider community aware we are an Armed Forces-friendly organisation by displaying our covenant pledge on our web page and other media pages.*
 - ❖ *Opportunities to sponsor Armed Forces members which take on sponsored challenges.*
- **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;**
 - ❖ **We believe Armed Forces personnel are a huge asset to our business and actively seek veteran and serving members to work/ represent our company.**
 - ❖ **Using the CTP as an asset to build a pathway for new service leavers.**
 - ❖ **The acknowledgement and recognition of Forces qualifications and skill sets.**
 - ❖ **Welcome all applications from serving and veteran force members.**

- **striving to support the employment of Service spouses and partners;**

Spouses and partners of all our employees are equally part of our `family`. We acknowledge the pivotal role spouses and partners play in supporting our service members often spending long periods of time alone whilst a partner, mother/ father is away on active operational duty therefore we feel the need to support them ensuring they don't feel alone during what can be a highly challenging time.

- ❖ Welcome any application made by a service spouse or partner as long as they meet the job criteria.
 - ❖ endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment
- **seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;**
 - ❖ Flexibility in leave for those who have immediate family due to deploy, attend training camps or deploy themselves.
 - ❖ Promote the Reserve forces for those who are looking to join or re-join the Armed Forces.
 - **offering support to our local cadet units, either in our local community or in local schools, where possible;**
 - ❖ Flexibility with shift patterns in regards to those who take part of the cadet force so they can attend their training days.
 - ❖ Flexibility with leave to allow members of the cadet force to be able to attend training camps.
 - ❖ Advocate the local cadet forces.
 - ❖ Provide our services for cadet forces for a discounted rate.
 - ❖ Possible sponsorship opportunities.
 - **aiming to actively participate in Armed Forces Day;**
 - ❖ Become a partner of the AFD.
 - ❖ Promote Armed forces day through our advertising means.

- **offering a discount to members of the Armed Forces Community;**
 - ❖ **Actively support and encourage staff to apply for Defence Discount Service card.**
 - ❖ **Offering Defence personnel a discounted rate on our bespoke packages.**

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.