



## Secure Construct 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.

### Secure Construct Ltd

Signed:

A handwritten signature in black ink, appearing to be a stylized 'S' followed by some illegible characters.

Position: Managing Director

Date: 30/07/2020

### The Ministry of Defence

Signed:

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Position: CE Defence Infrastructure Organisation

Date: 30/07/2020



Ministry  
of Defence

# 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 Secure Construct 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 Secure Construct 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;*
- *we shall nominate a Company Director to lead our AFC programme and champion our activities*
- *publicising our Armed Forces Covenant activity externally via our website.*
- *We will include our Covenant commitments within all defence and national security tender submissions.*
- *support the employment of veterans young and old and work closely and focus activities with BuildForce and Career Transition Partnership (CTP), in order to establish a tailored employment pathways for Service Leavers;*
- *engage with BuildForce and CTP and other transition charities to help service leavers' resettlement;*
- *support the employment of Service spouses and partners by signing up to the Forces Families Job Site;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *provide support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*  
*this will include an additional 10 days paid leave to attend reservist annual training commitments;*
- *advocating the benefits of supporting fitness and engendering positive wellbeing. We offer our Reservists 2 hours a week paid time to maintain their personal physical development (PDev);*

- *encouraging a positive and smooth transition. We offer our Services Leavers up to 40 hours of paid leave to support personal development set aside for coaching, professional development, and attending resettlement training during their first year of employment;*
- *attend and participate in Armed Forces Day, November Ceremonies and Reservist Days to actively show our commitment to the UK Armed Forces;*
- *we shall direct 50% of our annual charitable donations to a defence related charities;*

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.

- *promoting the fact that we are an armed forces-friendly organisation by;*
- *We shall publicising our Armed Forces Covenant commitment and support on our internal communications, and our external website.*
- *We will include our Covenant commitment within all defence and Hm Government tender submissions. It will be displayed on all defence projects and others where appropriate.*