



Sureserve Group PLC

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.

Sureserve Group PLC

Signed:

A handwritten signature in black ink that reads "Bob How." The signature is written in a cursive, slightly slanted style.

Position: Chairman

Date: 22nd July 2020



The Ministry of Defence

Signed:

A handwritten signature in blue ink that reads "Martin Quinn". The signature is written in a cursive, slightly slanted style.

Position: Commander of the Maritime

Reserves Date: 22nd July 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 Sureserve Group PLC 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 Sureserve Group PLC 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;*
- *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;*
- *striving to support the employment of Service spouses and partners by signing up to the Families Forces Job site;*
- *Supporting work experience & placements for both Leavers and Veterans;*
- *Participating in careers events on both an annual and planned basis;*
- *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 - Up to 2 weeks leave, unpaid;*
- *working with Defence to highlight to Sureserve Group employees they will be supported if they choose to join the Reserves;*
- *offering support to our local cadet units, either in our local community or in local schools;*

- *aiming to actively participate in Armed Forces Day & Reserves Day;*
- *by publicising our Corporate Covenant on our internal intranet and externally on our company website;*
- *ensuring Executive Committee-level sponsorship, with representatives from across the business providing a focus on all aspects of Armed Forces activities and including veterans and reservists;*
- *recognising the transferrable skills that UK Armed Forces personnel bring to the Sureserve Group and educating line managers about the benefits of hiring those with Armed Forces Affiliations.*
- *advocating signing up to the Armed Forces Covenant externally;*
- *encouraging our supply chain to make their own commitments under the Armed Forces Covenant and collaborating with our clients and Joint Venture partners to undertake joint activities in support of the Armed Forces community.*

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.