



Heck! Food 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:
Heck! Food LTD

Signed:  _____

Position: Director _____

Date: 11/08/20 _____

The logo for Heck! Food LTD. The word "HECK!" is written in a large, bold, sans-serif font. The letters are white with a thick black outline and a grey drop shadow, giving it a 3D appearance. The exclamation point is also stylized. Below the word is a thick, solid black horizontal bar.

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 Heck! Food 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 Heck! Food 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;* - The Heck! marketing team will actively promote that we are an armed forces-friendly organisation via our website and social media channels.
- *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;* - Depending on the job vacancy we will be able to tailor an employment pathway to suit the individual.
- *striving to support the employment of Service spouses and partners;* - We will actively promote any job vacancies in the local armed forces community and on the CTP website.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;* - Heck! will endeavour to offer a degree of flexibility in granting leave for any service spouses and partners employed by Heck!
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;* - Each member of staff employed by Heck! have their own training and development plan to suit both the individual and the business needs.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;* - We can offer factory tours or visit local cadet units and schools and talk all things Heck!
- *aiming to actively participate in Armed Forces Day;* - We will be able to provide sausages and marketing material for local Armed Forces Day events. Depending on the show and event calendar we would also be able to provide Heck! staff members to actively participate in the event.
- *offering a discount to members of the Armed Forces Community;* - We will setup a discount code that the armed forces can use for our Heck! online shop.

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.