



Whitecode Design Associates 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:

Whitecode Design Associates Ltd

Signed: _____

Position: Managing Director

Date: 25th August 2020



WHITECODE DESIGN ASSOCIATES
BUILDING SERVICES DESIGN CONSULTANTS

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 **Whitecode Design Associates 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 **Whitecode Design Associates 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 will be including our commitment to our website and it will be part of our equal opportunities policy
- *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;*
Whitecode Design Associates Ltd has registered for the CTP and will encourage suitable qualified veterans to join us
- *striving to support the employment of Service spouses and partners;*
Suitably qualified Service partners will be encouraged to apply for Whitecode vacancies
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
Whitecode would seek to accommodate leave requests for service partners subject to the on-going Business need on either a paid or unpaid leave basis

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

Whitecode will support employment of reservists and work with their leave requirement

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

Our Managing Director is a local cadet leader and we encourage other staff members to support their local cadet units

- *aiming to actively participate in Armed Forces Day;*

Due to COVID-19, Whitecode were unable to hold their event in 2020. Whitecode will be holding an event, such as an office party on or around 26 June 2021.

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. ***Our website and our business is focused on M&E engineering designs for building projects. As such our customers will be other construction related business, as oppose to the general public accessing our services, however, we will include updates on activities such as Armed Forces Day on our News Page.***