



Aces High Hobbies 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.

Aces High Hobbies Ltd
(Trading as 'The Hobby Coffee Shop')

The Ministry of Defence

Signed:

Signed:

Position: *Director*
Date: 03rd March 2020

Position: SO1 Employer Engagement
Date: 03rd March 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 Aces High Hobbies 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 Aces High Hobbies 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*
- *seeking to support the employment of veterans young and old once we begin to employ people*
- *striving to support the employment of Service spouses and partners as soon as we begin to employ personnel*
- *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;*
- *aiming to participate in Armed Forces Day*
- *support local veterans by providing safe spaces in which to partake in artisan-based hobbies as a form of therapy*
- *promote and support fellow veteran owned business:*
- *at any future recruitment and providing certain criteria are met, we guarantee military veterans an interview;*
- *at any future recruitment, and providing certain criteria are met, we guarantee current spouse/partners an interview;*
- *encourage any future employees or volunteers to support local cadet units;*
- *provide safe space, in future Hobby Coffee Shops, for service children with SEN in the form of afterschool clubs.*
- *dedicated to the support of physically and mentally injured service personnel, veterans and their immediate families.*

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.