



ELysIUM Security Services 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:

ELysIUM Security Services Ltd

Signed: _____

A handwritten signature in blue ink, appearing to be "A. Bell", written over a grey rectangular background.

Position: _____

Director of Human Resources

Date: _____

30/11/20



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 **Elysium Security Services 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 **Elysium Security Services 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:

- Supporting the employment of wounded, injured veterans focusing on employability skills training.
- Registering with Regimental Careers Management Officers, by attending briefing days for service leavers.
- Seeking to support the employment of veterans and working with the Career Transition Partnerships (CTP). In order to establish a tailored employment pathway for service leavers.
- Supporting Employees who choose to be members of the Reserve Forces and working with the ministry of defence to fulfil our ambition of becoming a Reserve employer of choice in line with the new Army 2020 force structure which places greater emphasis on Reserves.
- Promoting the fact that we are an armed forces friendly organisation by publicising our Covenant in our promotional business brochures and website.
- Honouring Armed Forces Day by holding dedicated events and fund-raising activities.
- Inviting all our partners, members, and suppliers' contractors to sign up to the Armed Forces Covenant.
- Offer guaranteed interviews to all veterans who meet the minimum selection criteria for any role to which we ourselves recruit.
- Where possible seek to prioritise business owned by veterans or those who have themselves signed the armed forces covenant when awarding contracts or offering partnership opportunities.
- Promoting the employment of reservists to our members.
- Accommodating the training and development of any reservist we employ.
- Encourage our members to raise funds for military charities.
- Any additional commitments that **Elysium Security Services Ltd** could make (based on local circumstances).

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.