



Arcus FM

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:

Arcus FM

A handwritten signature in blue ink, consisting of a stylized 'A' followed by a series of loops and a horizontal line extending to the right.

Signed:

Position: HR Operations Director

Date: 22nd February 2021

 **ARCUS**

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 **Arcus FM** 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 Arcus FM recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- **Veterans:**
 - supporting the employment of veterans,
 - working with the Career Transition Partnership (CTP) via our partnership with the British Forces Resettlement Services (BFRS) to support the employment of Service leavers;
 - via our partnership with BFRS, supporting public events aimed at ex-forces personnel to promote Arcus as an employer of choice
 - recognising military skills, qualifications and experiences in our recruitment and selection process;
 - providing specialist training which recognises the transferability of military skills and qualifications;
 - our veterans support each other, through Arcus' 'Armed Forces Veterans' group, to build their support network and offer mentoring to help those joining Arcus to adjust and settle into their new roles and civilian careers
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#) (*this is pending their acceptance of our registration*), providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment
- **Reserves:** supporting our employees who are members of the Reserve Forces by granting additional paid leave for annual Reserve Forces training; supporting mobilisations and deployment where possible; supporting our colleagues who choose to become Reservists
- **Cadet Organisations:** recording, celebrating and supporting (where possible) our colleagues who carry out voluntary work in military cadet organisations
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities
- **Armed Forces Charities:** supporting colleagues who volunteer to assist Armed Forces charities fundraising activities

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.