



Adey Steel Limited

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:

Adey Steel Limited

Signed:

A handwritten signature in black ink, appearing to be 'A. Adey', written over a horizontal line.

Position: Managing Director

Date: 10/3/21

ADEY
STEEL GROUP

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 **Adey Steel Limited** 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 We 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:

- Seeking to support the employment of veterans, young and old, if they meet the selection criteria laid out in a job advert, recognising military skills and qualifications in our recruitment and selection process.
- We will seek to provide flexibility, looking sympathetically on requests for holidays for Service spouses and partners before, during and after a partner's overseas deployment, when the service person has leave to spend time with their family.
- Supporting our employees who are members of the Reserve Forces by accommodating their military training commitments wherever possible.
- Promoting the fact that we are an Armed Forces-friendly organisation, by publicising our covenant on our website and displaying the covenant logo.
- Support our employees who are volunteer leaders in military cadet organisation: recognising the benefits of employing cadets/ex-cadets within the workforce.
- Aiming to support national Armed Forces and Remembrance Day 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.