



Modis International 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:

Modis International Limited

Signed:

A handwritten signature in black ink, appearing to be 'G. Jones'.

Position: UK Head of Modis Consulting & Solutions

Date: 08 March 2021

The Modis logo, consisting of the word 'modis' in a lowercase, bold, sans-serif font. A small yellow dot is positioned above the letter 'i'.

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 Modis 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 Modis recognises 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 fact that we are an Armed Forces friendly organisation; we will publicise the commitments made in the Armed Forces Covenant through our website and other publicity material within our business.
- Seeking to support the employment of veterans, young and more elderly and working with the Career Transition Partnership (CTP) and the Officers' Association, in order to establish a tailored employment pathway for Service leavers; we will always carefully consider offering interviews to Service leavers giving them the opportunity to demonstrate their suitability and potential for employment with us. Additionally, we will assist successful candidates in their transition to the civilian working environment and provide training and employment skills.
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after their deployment; we will always consider compassionately requests from employees for flexible leave arrangements, particularly those affected by injury or bereavement.
- Seeking to support our employees who choose to be members of the Reserve Forcers, including by accommodating their training and deployment where possible; we are keen to explore the employment of reservists, recognising the specific skills and attributes that they would bring to our business. In doing so we recognise the prospect of accommodating training and deployment commitments.
- Offering support to our local cadet units, either in our local community or in schools. Where possible we will encourage our employees to become helpers or instructors in cadet organisations and units.
- Aiming to participate in Armed Forces Day.
- We will aim to support the retention of military estate by utilising buildings for conferences, meetings and team development days.
- We will seek to set up an internal military network which encompasses those who have served.

- We will hold internal military insight days with the business to help to promote reserve service and the benefits this can bring to our business
- We will work with service charities to help fundraise and promote their work – in particular during Armed Forces and Remembrance weeks.

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.