



Fieri Leadership & Development LLP

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:

Fieri Leadership & Development LLP

Signed: _____

A handwritten signature in black ink, appearing to read "A J Harris".

Name: A J HARRIS _____

Position: Managing Partner _____

Date: 25th Nov 2016 _____



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, Fieri L&D LLP, 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 Fieri L&D LLP 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 by positively messaging our experiences in the armed forces and how they are relevant to making us better people;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP and Defence Recovery Services), in order to establish a tailored employment pathway for Service Leavers through our existing client network and actively employing veterans. We will guarantee to meet with any veterans expressing an interest in employment and if we cannot employ them we will provide any assistance we can to introducing them to other potential employers who would benefit from their services ;*
- *striving to support the employment of Service spouses and partners in all our business activities based on the needs of the individual;*
- *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 and committing to their employment being available after long operational tours or exercises;*

- *aiming to actively participate in Armed Forces Day by promoting it on our digital communication platforms and employee engagement;*
- *ensuring that the armed forces experience of our employees is fairly remunerated and that we ensure that we are aware of the physical and mental challenges that may be faced by armed forces personnel and their spouses or partners.*
- *promoting the transition of ex-service personnel who have sustained life-changing injury through support, mentoring and, where appropriate, employment; either directly with individuals, through service charities, or through the Recovery Career Service. Individuals who have been medically discharged will be offered a 2-week work experience placement where needed with a guaranteed job interview.*
- *promoting awareness to industry of the unique and high-level skills ex-service personnel can offer in the leadership and development sector;*
- *provide support for service charities through fundraising and provision of manpower and skills where appropriate.*

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.