



## Trackit Solutions Ltd

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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:

**Trackit Solutions Ltd**

Signed: \_\_\_\_\_

Name: Steve Beber \_\_\_\_\_

Position: CEO \_\_\_\_\_

Date: 14/04/2016 \_\_\_\_\_



# 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 **Trackit Solutions 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 **Trackit Solutions 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:

- *promoting the fact that we are an armed forces-friendly organisation;* By highlighting the benefits of employing ex-forces both internally to all areas of the business and externally to clients that we work with.
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;* We have employed three ex-forces, and have had another five through Civilian Workplace Attachments (CWA's). We also have an active ex-forces recruitment programme and are looking to continue to employ ex-forces as our company grows.
- *striving to support the employment of Service spouses and partners;* We would NEVER discriminate against anyone who's spouse is in the armed forces as we are acutely aware of the personal sacrifices they make to support them.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;* We would always look to support them as much as we can through these uniquely difficult times whether that be through additional leave, flexible hours or working from home.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; All employees of Trackit are made aware they can join to join the reserves, whether they be ex-forces or not.*
  - *any additional commitments **Trackit Solutions Ltd** could make (based on local circumstances).*
- At Trackit, we are very aware of the wide range of skills and experiences ex-forces bring with them. We have a professional service that is ideally suited to ex-forces and we see this as the perfect transition for many of them into civilian employment. We also look to actively encourage these people to continue with their CPD so that they can have a fulfilling career with Trackit and achieve what they hope to in life.

2.2 We will publicise these commitments 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.