



# The Armed Forces Corporate Covenant

MPCT

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 MPCT

Signed: 

Name: Huw Lewis MBE

Position Held: Managing Director

Date: 06 June 2014

**MPCT**<sup>TM</sup>  
ENGAGE • MOTIVATE • EDUCATE

  
Ministry  
of Defence

# **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 Corporate Covenant**

1.1 We MPCT 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 MPCT 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 and forge strong links with the Military Units both regular and Reserve within our company footprint through collaborative work and regular contact.
- Seeking to support the employment of veterans young and old through direct liaison with the Career Transition Partnership, other Service-friendly' recruitment agencies, Service charities, regional employment support agencies and regular advertisement of employment opportunity within the Forces Community. We have a very strong representation of ex Armed Forces personnel as employees with over 50% currently from the Armed Forces Community. This will be a continued emphasis as it supports our long term business needs.
- Support to Regional Brigade Transition Fairs to offer direct support and guidance with employment opportunities for Service leavers.
- Striving to support the employment of Service spouses and partners;

endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment. Where possible the support of relocation of spouses within the company footprint to support the new assignment order of the service personnel.

- Continuing to support our employees who choose to be members of the Reserve forces, including the allowance to commit to their training and deployment where possible where this does not affect the operational capabilities of MPCT and working with SaBRE where applicable.
- Offering learning support and collaborative participation to our local cadet units, either in our local community or in local schools, where possible and offer of inclusion in MPCT cooperate annual events at no cost.
- Continued support and active support in the preparations leading up to and the active participation Armed Forces Day across our company locations.
- Continued support to the Regional Brigade PRUs with assistance and work placements for recovering personnel and any other direct assistance required from the PRUs to allow them to facilitate the transition of their recovering personnel back into civilian life.
- Where appropriate our HR policies will be adapted to recognise these commitments.

2.2 We will publicise these commitments through our literature and our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers through testimonials and case studies of those from the Armed Forces Community who we have supported.