



## GRC LTD

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 GRC Ltd*

*Signed*

A handwritten signature in black ink, appearing to read "Iain Pope".

*Name: Iain Pope*

*Position: Managing Director*

*Date: 21 March 2017*



# 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 GRC 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 GRC 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; we will*
  - *Publicise our Corporate Covenant commitments through our website and by displaying a poster in our business.*
  - *Display the Corporate Covenant logo to show that members of the Armed Forces Community are welcome customers*
  - *Honour Armed Forces Day as a business*
- *seeking to support the employment of veterans young and old; we will*
  - *Recognise military skills and qualifications when interviewing for new positions*
  - *Employ a significant number of veterans and place high value on the skills and work ethic they bring to the business*
  - *Always consider offering an interview to veterans, young and old, if they meet the selection criteria laid out in a job advert. This would not constitute the guarantee of a job, but rather the offer of an opportunity to prove themselves in an interview.*

- *Striving to support the employment of Service spouses and partners; we will*
  - *Always consider offering an interview to spouses/partners if they meet the selection criteria laid out in a job advert. This would not constitute the guarantee of a job, but rather the offer of an opportunity to prove themselves in an interview.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; we will*
  - *Look sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the Service person has leave to spend time with their family.*
  - *Consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
  - *Accommodate our reservists' training commitments wherever possible.*
  - *Consider offering unpaid leave*
  - *Accommodate mobilisation of our reservists if they are required to deploy.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
  - *Encourage our employees to be cadet helpers or instructors.*
  - *As appropriate, make company facilities and premises available for the use of cadets.*
  - *Offer support or sponsorship, either in cash or kind, to local cadet units*
- *aiming to actively participate in Armed Forces Day;*
- *Support Service Charities including 18SR Hoplite Charity;*
- *offering a discount to members of the Armed Forces Community;*

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.