



Corporate Covenant

The Armed Forces Corporate Covenant

GWS Media 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 GWS Media Ltd

Signed: *R.P. Graves*

Name: RICHARD PERCEVAL GRAVES

Position Held: DIRECTOR

Date: 15 September 2015



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 GWS Media 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 GWS Media 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;*

GWS Media Ltd will achieve this by displaying a Corporate Covenant commitment poster in our business premise, honouring Armed Forces Day as a business, and displaying the Corporate Covenant logo to show that members of the Armed Forces Community are welcome customers at GWS Media Ltd.

- *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;*
- *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;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

GWS Media Ltd will encourage any reservists at GWS Media Ltd to participate in Uniform to Work Day, accommodate for reservists' training commitments by giving unpaid leave for the number of weekends and two week training camp each year.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*

GWS Media Ltd will follow Armed Forces Day on Facebook or Twitter, post messages of support on social media sites and link to the Armed Forces Day website.

- *offering a discount to members of the Armed Forces Community;*

GWS Media Ltd will offer discounts through the Defence Discount Service. GWS Media ltd will sign up via www.defencediscountservice.co.uk/.

- *any additional commitments GWS Media Ltd could make (based on local circumstances).*

2.2 GWS Media Ltd will publicise these commitments through our websites blog, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.

What is this organisation's experience of supporting Defence?**(Delete as appropriate)**

This organisation offers additional or flexible leave to facilitate Reserve Forces and/or Cadet Instructor training	Yes / No
This organisation has previously released a Reservist for mobilisation	Yes / No
This organisation includes detail of its support for Armed Forces in its personnel/HR policy	Yes / No
This organisation currently employs: Reservists <input checked="" type="checkbox"/> Cadet Instructors <input type="checkbox"/> Veterans <input type="checkbox"/>	Please tick
This organisation provides support if an employee's spouse or partner is deployed	Yes / No

Corporate Covenant & Web listing**(Delete as appropriate)**

I have signed the Corporate Covenant	Yes
I am prepared to sign the Corporate Covenant	Yes
I would like to appear on the supportive employer listing	Yes / No

Industry Sector list

<u>Code</u>	<u>Industry Sector</u>
A	- Agriculture, Forestry and Fishing
I	- Accommodation and food services activities
N	- Administrative and support service activities
R	- Arts, entertainment and recreation
F	- Construction
P	- Education
D	- Electricity, gas, steam and air conditioning supply
K	- Financial and insurance activities
Q	- Human health and social work activities
J	- Information and communication
C	- Manufacturing
B	- Mining and Quarrying
S	- Other service activities
M	- Professional, scientific and technical activities
O	- Public administration and defence; compulsory social security
L	- Real estate activities
H	- Transportation and storage
E	- Water supply, sewerage, waste management and remediation activities
G	- Wholesale and retail trade inc repair of motor vehicles and motorcycles
T	- Activities of households as employers, undifferentiated goods and services producing activities of households for own use
U	- Activities of extra-territorial organisations and bodies



Employer Recognition Scheme



We would like to nominate your organisation for an Employer Recognition Scheme Award. To assist us with your registration please complete all missing details below and return to Wessex RFCA, Mount House, Mount Street, Taunton, TA1 3QE.

An electronic copy of this form is also available at www.ers.sabre.mod.uk.

Nominated Organisation

Registered Company Name GWS MEDIA LIMITED	Web site www.gwsmedia.com																								
Address 30 QUEEN CHARLOTTE STREET BRISTOL	Postcode BS1 4HJ																								
Point of Contact RICHARD GRAVES	Job Title DIRECTOR																								
Phone Number 0117 9724835	E-mail address richard@gwsmedia.com																								
Registered Industry Sector (Please insert letter code from list overleaf) S	Number of Employees: 12																								
	<table border="1"> <thead> <tr> <th colspan="2">At site</th> <th colspan="2">In whole Company</th> </tr> </thead> <tbody> <tr> <td>0-9</td> <td></td> <td>0-9</td> <td></td> </tr> <tr> <td>10-49</td> <td></td> <td>10-49</td> <td></td> </tr> <tr> <td>50-249</td> <td></td> <td>50-249</td> <td></td> </tr> <tr> <td>250-500</td> <td></td> <td>250-500</td> <td></td> </tr> <tr> <td>500+</td> <td></td> <td>500+</td> <td></td> </tr> </tbody> </table>	At site		In whole Company		0-9		0-9		10-49		10-49		50-249		50-249		250-500		250-500		500+		500+	
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250-500		250-500																							
500+		500+																							

How does your Company intend to/already support Defence and the Armed Forces? (Delete as appropriate)

We are an Armed Forces-friendly organisation	Yes / No
Support of UK Service Veterans and Leavers	Yes / No
Support of UK Service spouses and partners	Yes / No
Support of UK Reservists	Yes / No
Promoting Armed Forces Day and Uniform to Work Day	Yes / No
Encouraging employee volunteering to support Armed Forces charities	Yes / No
Support of UK Cadets	Yes / No
Support of UK wounded, injured and sick Service personnel	Yes / No

(continued overleaf)

