



Combat Pest Control Combat Clean

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:
Combat Pest Control/Combat Clean

Signed on behalf of:
Ministry of Defence

Signed: D, Fraser

Signed: [Signature]

Name: Des Fraser

Name: RANDY MARSH

Position: Co founder

Position: ACCS (ACC)

Date: 26/09/16

Date: 26/9/16

Combat Pest Control

Combat Clean



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

1.1 We Combat Pest Control and Combat Clean 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 Combat Pest & Combat Clean 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:

1. *Provide self-employment and employment to our ex-servicemen and women, their spouses, partners.*
2. *Pledged 10% of our overall National profit to Combat Stress - the veteran's mental health charity.*
3. *Our team are encouraged in helping our wider military community through voluntary work and support. This takes the form of free/reduced fees for our services and also through future company initiatives*
4. *Dedicated in the support of our injured ex-servicemen and women.*
5. *Actively use CTP, Poppy factory etc. in any future recruitment.*
6. *Any future apprentice schemes we guarantee active cadets and/or instructors an interview providing appropriate criteria is met.*
7. *Any future recruitment we guarantee leaving servicemen/women an interview providing appropriate criteria is met.*
8. *Any future recruitment we guarantee military veterans an interview providing appropriate criteria is met.*
9. *Any recruitment we guarantee current spouses/partners an interview providing appropriate criteria is met.*
10. *Will make reasonable adjustments to support injured service personnel within the work place.*
11. *Encourage employees/partners to undertake reservist/cadet duties. An extra 10 days paid special leave will be granted.*
12. *Promote Armed forces/reservist day within internal/external company literature.*

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.