



Corporate Covenant

The Armed Forces Corporate Covenant

DX Network Services Limited

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 DX Network Services Limited

Signed:

Name: Petar Cvetkovic

Position Held: Chief Executive Officer

Date: 14/10/14



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 DX Network Services Limited 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 DX Network Services Limited 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

- Creating and actively supporting those wishing to seek career placement.
- Provide information and advice on career tracks, roles and skills required.
- Partnership with Hire a Hero to create awareness of job opportunities.
- Creating an environment where all colleagues understand our commitment to the covenant.
- Embrace and develop transferable skills.
- Promote and support actively organisations supporting the armed forces through networking and volunteer time to assist in helping those transition careers to civilian life.
- Promote and encourage partner organisations / suppliers to join the Corporate Covenant scheme.

Seeking to support the employment of veterans young and old;

- Through equal opportunity

Striving to support the employment of Service spouses and partners;

- Through a variety of permanent or fixed term or part-time contract working and with the possibility of transfer to alternative DX locations where relocation occurs within the UK.

Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

- Through a variety of permanent or fixed term or part-time contract working and with the possibility of transfer to alternative DX locations where relocation occurs within the UK.
- Taking into account the military commitments of either a spouse or a member of the Armed forces when reviewing requests for leave.

Seeking to support our colleagues who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;

- Allowing colleagues time off to attend to their duties in particular the 15 day annual camp as well as flexibility to assist attendance for weekly and weekend training.
- Supporting holiday requests should colleagues wish to participate above their requirement for Additional Voluntary Training.
- Supporting learning and development activity that can strengthen and enhance Reservists skills.

Aiming to actively participate in Armed Forces Day;

- The first being 27th June 2015

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them.