



Bidvest Logistics

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 Bidvest Logistics:

Signed on Behalf of Ministry of Defence:

Signed:

Signed:

Name: Ms Vicky Inglis

Name: Lieutenant General M W Poffley, OBE

Position: Director of HR and Development

Position: Deputy Chief of Defence Staff

Date: 8th September 2016

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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 **Bidvest Logistics** will endeavour in 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 **Bidvest Logistics** 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 through;
 - *displaying the Armed Forces Covenant logo and ERS award on our email signature blocks and other communications where appropriate;*
 - *displaying the Armed Force Covenant logo, where possible, on our UK vehicles;*
 - *publicising our commitment to the Armed Forces Covenant through internal and external advertising and our company web site;*
 - *actively advocating the Armed Forces Covenant to our clients and supply chain;*
 - *establishing and maintaining a military focused support network by reaching out to employees who are veterans, reservists, cadet instructors and spouses and inviting their participation and ideas for development;*
 - *supporting Service orientated local initiatives;*
- Seeking to support the employment of veterans young and old through;
 - *working with the Career Transition Partnership (CTP) to employ service leavers by advertising our vacancies on RightJob, attending CTP careers fairs and exploring opportunities to offer work placement programmes;*

- *working with CTP Assist to explore opportunities for the Wounded Injured and Sick;*
 - *working with our Agency preferred suppliers list to identify ex-service personal for our consideration if they meet the selection criteria laid out in the job advert.*
- Striving to support the employment of Service spouses and partners through;
 - *commit to find alternative employment, if available, in another UK office if relocation is required to accompany their partner;*
 - *sympathetically reviewing request for holiday to support spouses and partners, during or after their partners deployment overseas;*
 - *consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured;*
 - *engaging with the Army, Navy and RAF Families Federations and other spousal recruitment agencies to explore opportunities to support and employ military families moving back to the UK from overseas.*
- Seeking to support our employees who choose to be members of the Reserve forces by accommodating their training and deployment where possible through;
 - *offering 10 extra days leave for annual training, 5 of them paid;*
 - *providing an HR policy for our reservist employees that fully outlines expectations and procedures for both parties to follow in the event of deployment;*
 - *providing support for reservists returning from deployment and offering refresher training, if necessary, or additional assistance to aid their transition back to work;*
 - *encouraging reservists to wear their uniform to work on Reserves Day, where appropriate and promoting this activity on social media.*
- Offering support to our local cadet units, either in our local community or in local schools and where possible, incorporating these groups into our existing apprenticeship scheme or future youth programmes.
- Offering our Cadet Instructor employees the flexibility to undergo annual training by;
 - *offering an additional 10 days leave, 5 of these paid;*
 - *encouraging cadet instructors to wear their uniform to work on Reservist Day.*

- Supporting military charities and initiatives by;
 - *Continuing to support Armistice day by encouraging our staff to adhere with a 2 minutes silence across the Firm;*
 - *supporting the Royal British Legion Poppy Appeal by allowing poppies to be sold in our UK offices.*

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