



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Lorien Resourcing 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 Lorien Resourcing Ltd

Signed:

Name: James Kelly

Position Held: CEO

Date: 10/02/2014

lorien



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 Lorien Resourcing 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 Lorien Resourcing 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 through communicating our support both internally and externally. Making it clear that this commitment is supported from board level throughout our organisation.
- Outlining our commitment to the Corporate Covenant on our website and careers pages.
- Offering flexibility in granting leave and flexible working for Service spouses and partners before, during and after a partner's deployment.
- Providing paid leave for employees who are bereaved, in line with our compassionate leave policy.
- Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment and offering flexible working where possible
- Actively partaking in Armed Forces Day and participating in fund raising events locally.
- Advertising vacancies with CTP where possible/appropriate.
- Offering support to members of the armed forces looking to work within our business or our client organisations.
- Aiming to support the employment of members of the armed forces, by offering one to one advice and guidance on interview skills and CV writing.

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.