

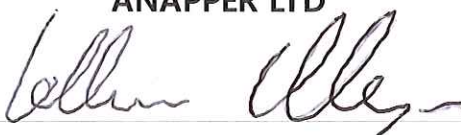


ANAPPER LTD

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:

ANAPPER LTD

Signed: 

Name: CALLUM KNOWLES

Position: MANAGING DIRECTOR

Date: 19/08/16

anapper...

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 We Anapper 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: Community and Commitment

2.1 Anapper 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;*
- *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;*
- *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;*

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.



Ministry of Defence



ARMED FORCES
COVENANT

EMPLOYER
RECOGNITION
SCHEME

BRONZE AWARD



ARMED FORCES
COVENANT

EMPLOYER
RECOGNITION
SCHEME

SILVER AWARD



ARMED FORCES
COVENANT

EMPLOYER
RECOGNITION
SCHEME

GOLD AWARD

Employer Recognition Scheme – Nomination for a Bronze Award

The Defence Employer Recognition Scheme (ERS) recognises and rewards UK employers for their support to Defence personnel. The Scheme encompasses Bronze, Silver and Gold awards for employer organisations that pledge, demonstrate or advocate support to Defence and the Armed Forces community, and align their support with the Armed Forces Covenant.

You may sign up to the scheme online (the website address is below) or alternatively, complete and return this form showing your intent to support Defence personnel and you will receive a Bronze award. You will be listed on the Defence ERS database and may choose to have your details listed on the website to show your intended support for Defence.

Please tick all appropriate boxes.

1. Organisation Details.

Mr/Ms/Ms

First Name

Callum

Last Name

Knales

Email

callum.knales@anapper.com

07810153686

Organisation Name

Anapper

Post Code

TN306BW

Website

www.anapper.com

Industry Sector (Please select from the list overleaf)

PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES.

Number of Employees:



0-9



10-49



50-249



250-500



500+

2. Support for Defence and the Armed Forces Community

How does your organisation intend to support Defence and the Armed Forces?

Please tick any that apply.



We are an Armed Forces-friendly organisation



Support for UK Service leavers and veterans



Support for UK Service spouses and partners



Support for UK Reservists



Promoting Armed Forces Day and Reserves Day



Encouraging employee volunteering to support Armed Forces charities



Support for UK cadets



Support for UK wounded, injured and sick Service personnel

3. Support and Recognition

This organisation has signed the Armed Forces Corporate Covenant



This organisation is interested in signing the Armed Forces Corporate Covenant



This organisation would like to appear on the Defence supportive employer website listing



Signed

Callum Knales

Date

19/08/16

By submitting your information, you may be contacted about defence news and initiatives. If you wish to opt-out from Defence communications, please tick here ☐

Further information is available at www.gov.uk/government/groups/defence-relationship-management, alternatively use the contact details below.

Apr 16

Please return this form to: Stephanie Russell, Regional Employer Engagement Director, South East

by email or post:

South East RFCA, Seely House, Shoe Lane, Aldershot, HANTS GU11 2HJ
Telephone: 01252 357 624 Email: se-emp@rfca.mod.uk