



**Corporate
Covenant**

The Armed Forces Corporate Covenant

MASS

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 MASS

Signed:

Name: Ashley Lane

Position held: Managing Director

Date: 12th July 2013

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**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 MASS 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 MASS 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;*
 - We will publicise our Corporate Covenant commitments through our website or by displaying a poster in our business.
 - We will display the Corporate Covenant logo to show that members of the Armed Forces Community are welcome customers.
- *seeking to support the employment of veterans young and old;*
 - We will work with the Career Transition Partnership (www.ctp.org.uk), a high quality, no cost recruitment service for organisations seeking highly motivated and experienced veterans, who are leaving the Armed Forces.
 - We will always consider veterans, young and old, if they meet the selection criteria laid out in a job advert.
 - We will support the employment, where appropriate, of wounded, injured or sick veterans, perhaps by working with the Recovery Career Service (www.recoverycareerservices.org.uk)
 - We value military skills and qualifications when interviewing for new positions.
- *striving to support the employment of Service spouses and partners;*
 - We will include recruiting effort on the Armed Forces community, such as advertising through 'Service-friendly' recruitment agencies and Service charities.

- We welcome applications from spouses/partners if they meet the selection criteria laid out in a job advert.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
 - We will look sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the Service person has leave to spend time with their family.
 - We will consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
 - We will encourage any reservists in our business to participate in Uniform to Work Day.
 - We will accommodate our reservists' training commitments wherever possible. We understand that this is normally a number of weekends and a two-week training camp each year. We may choose to allow them to take normal leave for this two week camp - or perhaps consider offering additional unpaid leave.
 - We will endeavour to accommodate mobilisation of our reservists if they are required to deploy. We understand that this would generally be for a six month deployed period as well as pre-deployment training and post-deployment recuperation, although some may be shorter (such as the 2012 Olympics, which was for one month). We also understand that forces are structured to sustain one deployment every five year, if required, apart from the Royal Auxiliary Air Force which might entail one every three.
 - In return, we expect that reservists declare themselves as such and the Ministry of Defence will seek to build an open relationship with employers, including giving good notice of when a reservist is needed for training or operations, in order to help employers plan ahead.
 - We hope that the Ministry of Defence will also seek to accredit reserve training, skills and experience with civilian qualifications and to provide advice to employers as required.
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - We will encourage our employees who wish to be cadet helpers or instructors.
 - We will sympathetically consider any requests for support or sponsorship, either in cash or kind, from local cadet units.
- *aiming to actively participate in Armed Forces Day;*

- We aim to become an Armed Forces Day Corporate Partner and use the logo on bags, posters and websites, or even fly the Armed Forces Day flag.
- We will hold an Armed Forces themed week in our office or support the events in our local community.
- *supporting charitable causes related to the Armed Forces;*
 - We will offer support to employees raising sponsorship in aid of charities related to the Armed forces, including, at our discretion, matching money raised with corporate contribution.

2.3 We will publicise these commitments through our literature and on our website.