



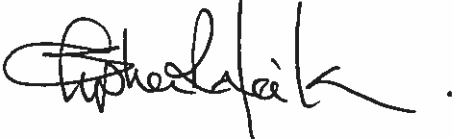
Corporate Covenant

The Armed Forces Corporate Covenant

Worksmart Contracts 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 Worksmart Contracts Ltd

Signed: 

Name: Mr Stephen Neilson

Position Held: Managing Director

Date: 23/09/15



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 Worksmart Contracts 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 Worksmart Contracts 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 our website, social media and through our general information we share with our clients, suppliers and general networking*
- *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; by speaking to CTP and actively advertising our commitment to reservists, those leaving and supporting the Army*
- *striving to support the employment of Service spouses and partners; through advertising through the CTP and the local units*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; our HR department will ensure that leave is carefully granted in each individuals case with limited impact on the business*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; as above our HR department will ensure that all leave is supported*

- *offering support to our local cadet units, either in our local community or in local schools, where possible; we actively support our local community where possible in every avenue and this will include the local cadet units going forward*
- *aiming to actively participate in Armed Forces Day; we will aim to participate wholly in the Armed Forces Day and the promotion of the day*
- *offering a discount to members of the Armed Forces Community; a discount to Armed Forces Community and family will be applied to all requests where possible*
- *any additional commitments Worksmart Contracts Ltd could make (based on local circumstances). We endeavour to support our local communities through charity work, sponsorship and promotion and we will include the Armed Forces as part of this continued works*