



Morson Human Resources Limited

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:
Morson Human Resources Limited

Signed: C. Mason.

Name: GED MASON O.B.E.

Position: C.E.O.

Date: 26.04.16.



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 Morson Group 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 Morson Group 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;***
 - *Morson will communicate our support from the board across the group, we will utilise the logo on direct recruitment strategies and at CTP events.*
- ***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;***
 - *Morson recognises the skills and experience Service leavers bring to our Company. We already work closely with the CTP and have committed to attending a number of recruitment fairs per year. In addition we are recognised by SaBRE for our commitment to being a supportive employer of Armed Forces Reserves.*
- ***striving to support the employment of Service spouses and partners;***
 - *Working closely as we do on military establishments throughout the country, we seek to offer a second career to service leavers their spouses and partners before we recruit locally.*

- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - *Morson local management will, where possible, prioritise a spouses holiday requests around a partners deployment*
- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
 - *Morson currently employees members of staff who have an active commitment.*
 - *Morson helped to establish REME Aviation Reserves and has supported members of staff who have been mobilised on operations and exercises.*
 - *When a request for mobilisation is made we will endeavour to accommodate it and offer a degree of flexible working in order for our Reservists to make pre deployment arrangements.*
- ***offering support to our local cadet units, either in our local community or in local schools, where possible;***
 - *Working with our clients Morson will commit to host visits by our local cadet units.*
- ***aiming to actively participate in Armed Forces Day;***
 - *Morson will promote, at each of its sites, Armed Forces Day and support our members of staff who are participating with their veterans association, cadet force etc.*
- ***seeking to support our employees;***
 - *Morson employees who choose to be members of the Royal British Legion, Royal Air Force Association, Royal Naval Association and Adult Cadet Force volunteers, upon the discretion of local management, paid leave of absence may be granted to allow for ceremonial activities e.g. standard bearer duties, annual camp etc*
- ***support to Service charities and local Service events organised on Military Stations where we have members of staff;***

- *Morson will commit to supporting, where we have an active presence, Station activities where possible.*

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.