



ISS UK

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:

ISS UK

Signed: _____

Name: Mr Philip Leigh

Position: ISS UK Chief Operating Officer

Date: 26 April 2016

Signed on behalf of:

Ministry of Defence

Signed: _____

Name: Mr Mark Lancaster TD MP

Position: Parliamentary Under Secretary of
State and Minister for Defence
Personnel & Veterans

Date: 26 April 2016



Section 1: Principles Of The Armed Forces Covenant

1.1 We ISS UK 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 ISS UK 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:

- *supporting innovative employment programmes, such as the industry-led mentoring scheme, Veterans Employment Transition Support (VETS);*
- *offering 10 days additional paid leave to Reservists;*
- *educating both managers and employees on the benefits Reserve service brings to both the employee and the organisation, including investing in the production of bespoke literature;*
- *supporting cadet units through sponsorship;*
- *actively support Armed Forces charities through fundraising events;*
- *supporting sport within the Armed Forces through sponsorship of local teams;*
- *providing workshops that help service leavers find gainful employment;*
- *advocate partnering with Defence to our supply chain and partners;*
- *promoting the fact that we are an armed forces-friendly organisation;*
- *working with the Career Transition Partnership (CTP) and providing a tailored employment programme for Armed Forces service leavers, the 'ISS Pathway programme';*
- *striving to support the employment of Service spouses and partners;*
- *offering a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*