



**ARMED FORCES
COVENANT**

Bradburys Global

Risk

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:
Bradburys Global Risk

Signed: _____

Name: Roger Marshall _____

Position: Managing Partner _____

Date: 7th April 2016 _____

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
Her Majesty's Government

– and –

All those who serve or
Forces of the Crown

And their Families

Bradburys
Global Risk

have served in the Armed

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 **Bradburys Global Risk** 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 **Bradburys Global Risk** 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 to our staff, contractors, clients and partners via verbal communications, our website and literature;*
- *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;*
- *sustaining a workforce of 80-85% former armed forces personnel;*
- *actively recruiting those who have been injured during military service;*
- *striving to support the employment of Service spouses and partners and creating flexible working conditions, committing to finding alternate employment within the business in another location and offering remote or home-based roles within the business if relocation is required to accompany their partner*
- *creating paid work placements to help former armed forces personnel including those who have been wounded, injured or sick - back into employment;*
- *continuing to make financial donations to military related charities and encouraging clients and colleagues to adopt our nominated military charity for their own fundraising events;*
- *granting additional unpaid leave to Reservists in order that they may attend training exercises;*
- *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, in addition to offering advice and guidance from our former service personnel;*
- *aiming to actively participate in Armed Forces Day and maintain a presence at various local, regional and national Armed Forces Day events and promote such events through social media channels and publications;*
- *armed Forces Day events, using the opportunity to promote the work of the Charity and its mission.*
- *offering a discount on products and services to members of the Armed Forces Community;*

2.2 We will publicise these commitments through our literature and 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.