



Corporate Covenant

The Armed Forces Corporate Covenant

Komplete Group 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 Komplete Group Ltd

Signed:

Name: Clifford Masey

Position Held: Divisional Manager

Date:

16th July '15

Signed on behalf of the Ministry of Defence

Signed:

Name: Colonel SC Williams

Position Held: Deputy Commander 7 Infantry
Brigade and HQ East

Date:

16th July 2015

KOMplete



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 Komplete 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 Komplete 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; by displaying ERS badge on our website, emails and other company documentation.*
- *seeking to support the employment of veterans young and old; by working closely with SaBRE, CTP, RAJA and encouraging ex and current service personnel to apply for positions and discuss employment opportunities with them.*
- *striving to support the employment of Service spouses and partners; through the same measures as above.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; through anyone internal that we may have working for us either on a permanent or contract basis working for our clients.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; through understanding and being supportive with any leave that may be required for this.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; either by talking to them regarding recruitment and employment process'*

- *Komplete Group would also look to continually promote the recruitment of ex service personnel or Reservists into our clients. We would also provide support to current and ex service personnel through supporting them with the creation of CV's, interview preparation, support and self-employment tax rules and regulations. We could look to hold workshops and potential additional training programmes in the future through tailored training programmes and providers to enhance their skill sets and employability.*

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.