



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

*Forth Valley Chamber of Commerce*

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 *Forth Valley Chamber of Commerce*

Signed:

Name: *Laurence Barrett*

Position Held: *Chief Executive Officer*

Date: *9<sup>th</sup> April 2014*



**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, *Forth Valley Chamber of Commerce* 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 *Forth Valley Chamber of Commerce* 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;  
**We will do this via our website, our quarterly INCommerce magazine and in our use of social media.***
- *Seeking to support the employment of veterans young and old;  
**We will do this via our delivery of the ViNE programme and our ongoing work with SaBRE.***
- *Striving to support the employment of Service spouses and partners;  
**We will welcome applications for employment by Service spouses and partners.***
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;  
**We will ensure that the needs of Service spouses and partners are taken into consideration in our HR policies.***
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;  
**We will make provision for the requirements of Reservists employed in our organisation wherever possible.***
- *Aiming to actively participate in Armed Forces Day;  
**We are willing to participate in this in any way possible which helps develop the engagement of the local business community.***
- *Delivering the ViNE programme to support Veterans into New Enterprise;  
**We will continue to develop this programme with a view to delivering it across Scotland, thus making it more accessible to all Veterans and their families.***

2.2 We will publicise these commitments through our literature and on our website.