



WAGTAIL UK 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:

WAGTAIL UK LTD

Signed: _____

Name: _____

COLLIN SINGER

Position: _____

MANAGING DIRECTOR

Date: _____

25th November 2016



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.

1.1 We WAGTAIL UK LTD 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.*

2.1 WAGTAIL UK LTD 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; The Managing Director served in the Royal Air Force for over 23 years. 65% of Wagtail Operational Dog Handlers are ex Armed Forces. 8 out of 10 Wagtail the Management team are ex Armed Forces. We are inextricably an Armed Forces friendly organisation.*
- *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; We are liaising with CTP to increasing your involvement with them. We recognise the huge value in recruiting suitable veterans*
- *striving to support the employment of Service spouses and partners; We are unable to employ personnel that are still serving.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; We are unable to employ personnel that are still serving.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; We support this and would always endeavour to support our personnel who are Reserve forces*
 - *offering support to our local cadet units, either in our local community or in local schools, where possible; We have carried out several demonstrations and talks to local cadet units and schools and will continue to do so.*
 - *aiming to actively participate in Armed Forces Day; As part of this pledge will aim to participate in Armed Forces Day.*
 - *offering a discount to members of the Armed Forces Community; We will offer a generous discount on all our courses and/or services*
 - *any additional commitments WAGTAIL UK LTD could make (based on local circumstances).*
- Wagtail has supported and continues to support a number of Armed Forces Charities including Help for Heroes, Combat Stress and The Royal Welsh.*

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. *Wagtail is very proud of its Service roots ethos and principles. Therefore, will publicise to the maximum our involvement and commitment to the Armed Forces Community.*