



## Team Rubicon UK

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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: **Team Rubicon UK**

A handwritten signature in black ink, appearing to be "John Leach".

Signed: \_\_\_\_\_

Name: John Leach \_\_\_\_\_

Position: CEO \_\_\_\_\_

Date: 27 April 2017 \_\_\_\_\_

 **TEAM RUBICON**  
Disasters are our business.  
Veterans are our passion.

# 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 Covenant

1.1 We, Team Rubicon 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 Team Rubicon 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:

- **Promoting the fact that we are an armed forces-friendly organisation;** Team Rubicon UK is a disaster relief charity that utilises the skills and experiences of military veterans, along with first responders, to rapidly deploy emergency response teams to disasters in the UK and overseas.
- **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;** Team Rubicon UK recognises that veterans are highly skilled individuals and works with the CTP to advertise any paid, or unpaid roles, we can offer. We have several veterans working on our full time paid staff and other veterans working with us a long term volunteers.
- **Striving to support the employment of Service spouses and partners;** We have Service spouses and partners amongst our volunteer membership. Team Rubicon UK understands the unique circumstances of service life and endeavours to offer flexibility in all matters.
- **Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;** Team Rubicon

UK works hard to support employees that have chosen to be a member of the Reserve forces, or applied to do so, in any practical way possible.

- **Aiming to actively participate in Armed Forces Day;** Team Rubicon UK actively takes part in Armed Forces Day celebrations nationwide to promote the work of the Charity and to encourage membership and volunteering. We ensure that events are promoted on our social media channels and encourage maximum participation from our volunteers across the country.
- **Working with partners to offer varied opportunities;** Team Rubicon UK works closely with military, and non-military, partners to enable us to offer a variety of opportunities for veterans and provide them with the three main things they lose when they leave the military, purpose, self-worth and community.

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.