



Aspire Defence Services Limited

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
Aspire Defence Services Limited

Signed:

Name: Mark Carr

Position: Managing Director

Date: 8th March 2017

Signed on behalf of
Ministry of Defence

Signed:

Name: Major General Richard Stanford MBE

Position: General Officer Commanding,
Regional Command

Date: 8th March 2017

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 **Aspire Defence Services Limited** 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 **Aspire Defence Services Limited** 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;*
 - *Publish our Armed Forces Covenant on our website and in our literature*
 - *Support Military Units on the PAC Estate (both in time and financial effort)*
 - *Expressed through our Corporate Mission Statement – “Making Soldiers’ Lives Better”*
 - *Advertising our support for the Military with our strap line – “Serving the Best”*
 - *Engage staff with the Military through our Corporate Values and regular workforce communications*
 - *Facilitate Sporting Events to build and maintain strong relationships with Military Units.*
- *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;*
 - *Active support to the local British Forces Resettlement Services and Transition Recruitment Fairs*
 - *Active recruitment of ex Armed Forces personnel*
 - *Offering individual advice to Armed Forces personnel considering a second career*
 - *Supporting ex-Service personnel in developing their second career once employed by ADSL.*
- *Striving to support the employment of Service spouses and partners;*
 - *Involvement with the HIVE network locally to disseminate recruitment opportunities*

- *Promote recruitment opportunities to Service spouses and partners*
- *Using local networks and business relationships to encourage the employment of Service partners.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
 - *ADSL's formal Terms and Conditions of Employment to include an offer of flexibility, allowing 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;*
 - *Support Reservists by granting additional paid leave to attend annual training*
 - *Ensure Reserves Day is an annual feature which is promoted and celebrated within our business*
 - *Maintain at least 1% of our workforce as Reservists with an aim to support an increase year on year.*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - *Provide skills and support in offering time and expertise to assist cadet units in local projects*
 - *We have plans to deliver a variety of community projects to support local Army Cadet Forces, with a particular focus on buildings and infrastructure.*
- *Aiming to actively participate in Armed Forces Day;*
 - *ADSL takes an active participation in Reserves Day and Armed Forces Day each year.*
- *Additional commitments Aspire Defence Services Limited could make;*
 - *We have plans to establish a Social Enterprise which employs injured military personnel.*

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.