




**Corporate
Covenant**

The Armed Forces Corporate Covenant

Ramco (UK) 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 Ramco (UK) Limited

Signed: 

Name: N A Sanderson

Position Held: Managing Director

Date: 21st September 2015

Ramco



**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, **Ramco (UK) 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 **Ramco (UK) 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...** *we will be proud of supporting our Armed Forces, promoting our covenant both internally on notice boards and externally via our website and other printed marketing material.*
- **seeking to support the employment of veterans young and old...** *we will advertise vacancies through the Career Transition Partnership and recognise the skills and qualifications of veterans both young and old, wounded or otherwise and be understanding about the differences between service and civilian life.*
- **endeavouring to offer a degree of flexibility in granting leave...** *we will be flexible and understanding when granting leave for service spouses and partners before, during and after a partner's deployment, particularly in times of hardship or bereavement.*
- **seeking to support our employees who choose to be members of the Reserve forces...** *we will actively support any employee who is or wishes to become a member of the Reserve Forces by granting additional leave to cover their training requirements.*
- **offering support to cadet units...** *we will actively engage with cadet forces and seek to provide a better financial deal for any of their surplus equipment requirements.*

- **supporting Armed Forces charities...** *we will continue to support various charity fundraising events and good causes relating to the Armed Forces.*

2.2 Ramco (UK) Limited will publicise our commitments through every means possible and will seek to honour them and invite feedback from the Service community and our customers on how we are doing.