



Challenge 4 Change

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:

Challenge 4 Change

Signed: _____

Name: _____

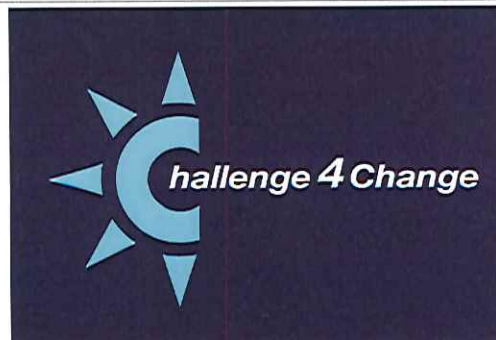
Dave Djordjevic

Position: _____

Chief Executive

Date: _____

24th October 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 Challenge 4 Change 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 Challenge 4 Change 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 use the Armed Forces Covenant logo on our literature where appropriate.
- We will, where possible provide volunteering opportunities, work placements and training to veterans and reservists young and old who are referred to us by Armed Forces Charities; so they qualify in using our high ropes challenges.
- Striving to support the employment of Service spouses and partners; we will offer service spouses and partners a guaranteed interview if they meet the criteria when we advertise a vacancy.
- We will, where possible, comply with any request for leave by any service spouse or partner we employ before and after the deployment of their spouse or partner.
- Offering support to our local cadet units in our local community where possible; we will offer a discount to cadet units of 10% off our normal price when they use our facilities.
- We will aim to actively participate in Armed Forces Day in conjunction with the Local Authority; we will actively take part in Trafford Council Armed Forces celebrations by attending the events they provide if at all possible.
- Offering a discount to members of the Armed Forces Community; we will offer a discount to members of the Armed Forces Community and cadets groups of 10% of our normal price.

2.2 We will make these commitments available on our website, and in our premises. We will work with our Local Authority setting out how we will seek to honour them and invite feedback from our Board of Trustees and our customers on how we are doing.