



REED Specialist Recruitment

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:
REED Specialist Recruitment

Signed: _____

Richard Post

Name: _____

RICHARD POST

Position: _____

CHIEF EXECUTIVE OFFICER

Date: _____

27-6-2016.

Signed on behalf of:
Ministry of Defence

Signed: _____

Randy Munko

Name: _____

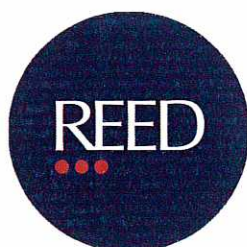
RANDY MUNKO

Position: _____

ACDS (RAC)

Date: _____

27 June 2016



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, **REED Specialist Recruitment** 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 **REED Specialist Recruitment** 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 both internally and externally by advertising on our websites (reed.co.uk and reedglobal.com) and other social media (Facebook, LinkedIn, Twitter, etc) our continued support of serving personnel, reservists, veterans and military families.*
- *We will display the Armed Forces Covenant logo in our main office, on our websites and exclusive Military pages.*
- *Supporting the employment of veterans young and old, where appropriate.*
- *Building strong relationships with the Career Transition Partnership (CTP), where we will post all our targeted roles.*
- *Striving to support the employment of Service spouses and partners by making them aware of all of our routes into REED Specialist Recruitment, by discussing appropriate and relevant roles nationwide with our Clients and by giving up to date CV advice and market knowledge, thereby increasing their chances of securing gainful employment.*
- *Seeking to support our employees who choose to be members of the Reserve forces by continuing to support their training, using their leave entitlement and (where appropriate) unpaid leave to accommodate training and deployment.*

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.