



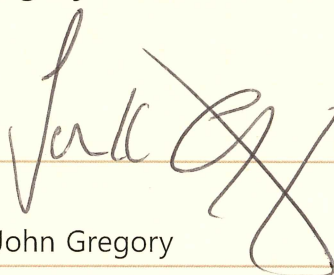
Gregory Distribution Ltd

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:
Ministry of Defence

Signed on behalf of:
Gregory Distribution Ltd

Signed: 

Signed: 

Name: Lt Col Jon Penhale

Name: John Gregory

Position: CO 6 Rifles & CETFC Devon

Position: Chief Executive Officer

Date: 12 October 2017

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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 **Gregory Distribution Ltd** 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 Gregory Distribution Ltd 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:

1. Seeking to support the employment of veterans, young and old by placing all vacancies with the Career Transition Partnership (CTP).
2. Develop ways we can provide additional transitional support to being civilian including the offer of coaching and mentoring.
3. We will publicise the logo on our website and through our various social media channels to highlight that we are an armed forces-friendly organisation. .
4. We will endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
5. We will consider ways to raise awareness about being a reservist and encourage employees to volunteer (at the very least we will include the support available during our induction event).
6. We will develop a reservist policy to support reservists leave and deployment.
7. We will aim to participant in Armed Forces Day.
8. We will raise awareness with line managers.
9. We will build a reservist community within the company so they share information and support with each other.

10. We will seek to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.

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.