



Longleat Enterprises 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:
Ministry of Defence

Signed on behalf of:
Longleat Enterprises Limited

Signed:

Signed:

Name:

General Sir Nick
Carter

Name:

CRADOCK WEYMOUTH.

Position:

CGS

Position:

CHAIRMAN.

Date:

24 June 2017.

Date:

21st June 17.



Ministry
of Defence



LONGLEAT

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 Longleat Enterprises 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 Longleat Enterprises 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**
 - promoting our work, activities and events through our own digital and social media channels as well as working with the press
 - publicise our Armed Forces Covenant commitments through our website
 - display Armed Forces Covenant logo on specific pages on our website
- **seeking to support the employment of veterans young and old and working with the Career Transition Partnership, in order to establish a tailored employment pathway for Service Leavers**
 - working with and advertising vacancies with CTP, as well as advertising with our similar organisations and charities, to ensure employment opportunities are made available to veterans and the wider defence community
 - endeavour to understand and recognise military skills and qualifications in our recruitment and selection process
 - welcome applications from Veterans who meet the criteria of the job specification

- **striving to support the employment of Service spouses and partners**
 - working with and advertising vacancies with Recruit for Spouses, as well as advertising with similar organisations and charities, to ensure employment opportunities are made available to Service spouses
 - welcoming applications from spouses/partners who meet the criteria in the job specification
 - endeavouring to offer a degree of flexibility in granting 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 accommodating their training and deployment where possible**
 - will support members of staff wishing to become Reservists
 - up to two weeks per year of special unpaid leave may be available to attend annual training camps
 - fully supporting and accommodating mobilised deployment of Reservist employees if required

- **offering support to our local cadet units, either in our local community or in local schools, where possible**
 - will support members of staff who wish to become Cadet Force volunteers or trainers
 - up to two weeks per year of special unpaid leave may be available to attend annual training camps and courses
 - engage with, and build relationships with, local cadet units

- **aiming to actively participate in Armed Forces Day**
 - by becoming an Armed Forces Day partner
 - promoting Armed Forces Day through our social media channels both before and during the event
 - support employees wishing to take part in Reserve Forces Day

- **offering a discount to members of the Armed Forces Community**
 - we will advertise our discount on the Defence Discount Service

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.