



City Building LLP

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:

City Building LLP

Ministry of Defence

Signed:

Position: Head of Corporate Services Date:

Assistant Chief of Defence Staff RF&C

23rd March 2018

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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, City Building LLP 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 City Building LLP 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; by publishing our Armed Forces Covenant and displaying the Armed Forces Covenant logo on our company website, published documents and at trade shows
- Seeking to support the employment of veterans young and old; City Building works closely with partner organisations such as Glasgow's Helping Heroes to help identify former service personnel for suitable roles within City Building.. WE appreciate that value that former service personnel bring to our business and to support this we ring-fence a number of vacancies in the organisation to deliver this commitment.
- Striving to support the employment of Service spouses and partners; We will commit to offering flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; via flexible working where possible.
- Seeking to support our employees who choose to be members of the Reserve Forces; City Building have a number of Reservists and we fully support them by facilitating appropriate time off for their training and development. We acknowledge that the training undertaken by Reservists enables them to develop skills and abilities that are of benefit to the individual and City Building. To assist with this commitment City Building's Reservists are granted up to 2 weeks additional paid leave each year to attend their annual training requirement.
- Offering support to our local cadet units, either in our local community or in local schools, where possible; City Building will constantly explore opportunities to engage with the cadet units in the

Lowlands of Scotland to broaden their awareness of City Building and what the organisation can offer young people in the area in terms of training and employment opportunities.

- Aiming to proactively participate in Armed Forces Day: City building actively participates in Armed Forces Day and will continue to do so. Our Director and our Reservist employees attend Armed Forces Day at George Square in Glasgow and we have a publicity stand at the event on the day.
- We will also provide opportunities for the staff of Defence Relationship Management in the Lowlands to promote the employment of Reservists and the benefits of this to our supply chain and partner organisations.

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.