



Global Security 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:

Signed: Benjamin Welch

Position: Managing Director

Date: 30/07/18



Global Security Ltd

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 **Global Security 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 **Global Security 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:

- *promoting the fact that we are an armed forces-friendly organisation; **We will promote by accordingly by advertising we are Armed Forces Friendly and recruit in Armed Forces recruitment centres.***
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers; **We will help and guide veterans or any service leaver in the right direction to obtain the right qualification needed to work within our industry. Once they have done so they will be offered employment when a suitable position becomes available.***
- *striving to support the employment of Service spouses and partners; **We aim to do this by giving hours as flexible as possible to accommodate their busy life style.***
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; **This will be a high priority within our company, with me and my partner having a military background we understand the importance of family and companionate leave.***
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; **Our company***

work on a self-employed basis, so they choose when they are available to work. With being in the Reserve Forces is a great way to earn a little extra income.

- *offering support to our local cadet units, either in our local community or in local schools, where possible; We endeavour to support cadets in events of offering to conduct speeches of security and Health & Safety advice.*
- *aiming to actively participate in Armed Forces Day; We will aim to give employee's a day off if they wish to attend Armed Forces Day. We will also promote this special day on our social media pages.*
- *offering a discount to members of the Armed Forces Community; Our company are currently seeking to provide a Close Protection course, anyone who has served in the military will get 10% discount.*
- *any additional commitments could make (based on local circumstances).*

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.