



## Road Haulage Association

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.

### Road Haulage Association

Signed:

A large, stylized handwritten signature in black ink, appearing to be "Richard Burnett".

Name: Richard Burnett

Position: CEO

Date: 22<sup>nd</sup> October 2018

### The Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to be "Colonel Lee Daley".

Name: Colonel Lee Daley

Position: Deputy Team Leader, Armoured Tracks Portfolio - Vehicle Support Team - LEOC

Date: 22<sup>nd</sup> October 2018



Ministry  
of Defence

# 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 the Road Haulage Association 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 The Road Haulage Association 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 and recommending to our membership to sign the Armed Forces Covenant;*
- *seeking to support the employment of all veterans and working with the Career Transition Partnership (CTP) and the Department for Work and Pensions (DWP), in order to establish a tailored employment pathway for Service Leavers into the Transport and Logistics Sector, and signpost individuals to members looking to recruit;*
- *recognising the valuable and transferable skill set of Service Leavers and Veterans and guarantee them an interview where their skill set is aligned to that of the relevant job description when applying for posts within the Road Haulage Association Ltd;*
- *offering through Road to Logistics the necessary training, support and employer introductions for Service Leavers and Veterans to become fully qualified and employer ready;*
- *supporting our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *striving to support the employment of Service spouses and partners where their skill set is aligned to that of the relevant job description when applying for posts within the Road Haulage Association Ltd;*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *aiming to actively participate in Armed Forces Day;*

2.2 We will publicise these commitments through our literature and 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.