



The Sussex Sign Company 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:

The Sussex Sign Company Limited

Signed: _____

Position: Managing Director _____

Date: 15th October 2018 _____

the
sussexsign
company

More people in business with

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 Sussex Sign Company 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 The Sussex Sign Company 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;*
 - *The Sussex Sign Company Limited will proudly promote the fact that we are an Armed Forces-friendly organisation, by publicising our corporate Covenant on our national website (www.sussexsigns.com). We will display the Armed Forces Covenant logo within our business literature, marketing materials and fleet livery.*
- *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;*
 - *To support the employment of veterans young and old by working alongside partners such as education facilities and National Apprenticeship Service.*
 - *Advertising our vacancies with organisations that support Armed Forces veterans and those planning to leave the service such as the Career Transition Partnership.*
 - *The Sussex Sign Company Limited is able to offer volunteering positions to veterans and their families to allow them to utilise existing skills as well as a chance to try out new tasks and expand their skill and knowledge bases.*

- *Any future apprentice opportunities – we guarantee veterans young and old; active cadets and or instructors an interview providing appropriate criteria is met.*
- *Any future recruitment opportunities – we guarantee veterans young and old; active cadets and or instructors an interview providing appropriate criteria is met.*
- *striving to support the employment of Service spouses and partners;*
 - *Any future recruitment opportunities – we guarantee Service spouses and partners an interview providing appropriate criteria is met.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; we will always consider compassionately requests from team members for flexible leave arrangements, particular to those affected by injury or bereavement.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; we are keen to explore the employment of reservists, recognising the specific skills and attributes that they would bring to our business. In doing so we recognise the prospect of accommodating training and deployment commitments.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day by sponsoring and supporting local events where possible, in conjunction with utilising our social media channels to demonstrate our support.*
- *offering a discount to members of the Armed Forces Community;*

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.