



Rina Defence Consulting 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:

Rina Defence Consulting Limited

Signed: _____

A handwritten signature in black ink, appearing to be "H. J. T.", written over a horizontal line.

Position: Senior Director _____

Date: 12th November 2018 _____



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, Rina Defence Consulting 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 Rina Defence Consulting 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;
 - We will display the Armed Forces' Covenant logo to show that we support members of the Armed Forces within, and outside, our company offices in Bristol and Swindon and through our organisational email signature blocks.
 - We will celebrate Armed Forces' Day as a business, and publicise the fact.
- 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 offer guaranteed interviews to veterans, if they meet the criteria identified in the role specification.
 - We will support the employment, where appropriate, of wounded, sick or injured veterans.
 - We recognise military skills and qualifications when interviewing for new roles.
 - We will actively take part in Career Transition Partnership job fairs.
- Striving to support the employment of Service spouses and partners;
 - We commit to working with our employees to find alternative employment at another Rina location if spouses need to move to accompany their partners.
- 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 look sympathetically on requests for holidays and leave before, during or after a partner's overseas deployment, when the service member has leave to spend time with their family.
 - We commit to affording service spouses and partners special paid leave in the event of bereavement or injury to the service partner.
- Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;
 - We will permit our Reserve personnel to take their annual leave to enable the mandatory two-week training camp.
 - We will consider cases for additional unpaid leave on a case-by-case basis for any other commitments.
- 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.