



ANNINGTON

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:

Annington

Liddell of Coatdyke

**Baroness Liddell of Coatdyke
Chairman of Annington Limited**

23rd October 2018

HANNINGTON
The Armed Forces Covenant

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 Annington 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: Demonstration and Fundamentals

- 2.1 Annington 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.*

As an employer we will do this by

- *publicising our Armed Forces Covenant on our website, displaying the Armed Forces Covenant logo on marketing material (where appropriate) and by advocating the Armed Forces Covenant;*
- *supporting the employment of Service spouses and partners;*
- *supporting our employees who choose to be members of the Reserve forces including by accommodating their training and deployment needs where possible;*
- *making our staff available to provide specialist or technical advice and knowledge*
- *by making annual donations, one-off financial awards and match-funding sums raised by staff*
- *actively participating in Armed Forces Day by encouraging our staff to volunteer or fundraise with military charity partners;*

As a property company we will where appropriate and possible

- *offer Service and ex-Service personnel a range of incentives when renting or buying a property, taking into account each individual's length of service*

As an organisation with a commitment to charitable giving we will

- *support Service personnel and their families living in Services' communities & ex-service personnel in the community.*
- *Provide for the recreation and general needs of members of the Services who live in Services' communities and in particular for the improvement of the recreational facilities in the interests of social welfare and with the object of improving conditions for such families.*
- *Provide support for activities and organisations with a connection to the Armed Forces*
- *maintain a close relationship with the Services by engaging representatives from the Forces' Federations*

- 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 our performance.