



Company X 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:
Company X Consulting Limited

Signed: _____

Name: _____

Position: _____

Date: _____

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KARIN R. SMITH
DIRECTOR
01/12/17



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 Company X Consulting Limited (CXC 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 CXC 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 through marketing material, company documentation, on our website, in staff interaction and attendance at specific forces recruiting fairs;*
- *seeking to support the employment of veterans, young and old and working with service leavers to establish a tailored employment pathway;*
- *advocating support for the Armed forces community at industry events;*
- *working with our partners, contractors and supply chain to encourage others to support our commitments;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *seeking to support the employment of veterans in order to establish a tailored employment pathway for Service Leavers;*
- *seeking to support the employment of wounded, injured and sick Service Leavers through partnership with CTP Assist;*
- *provide career and industry insight advice for Service Leavers;*
- *facilitating an internal military alumni learning and development forum;*

- *supporting any employee who is mobilised for a deployment and facilitating their return to work on completion;*
- *support Service charities, including Invictus Games, service sports teams, etc. etc.*

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them. We will actively seek to employ military personnel with appropriate knowledge, skills, experience, and development potential. Providing advice and tailored plans to individual service leavers needs including CV development, course acquisition, civilian working environment knowledge, financial and role qualifications requirement guidance plus application support for potential roles.