



EXENSOR TECHNOLOGY LTD

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:
EXENSOR TECHNOLOGY LTD

Signed:

A handwritten signature in black ink, consisting of several overlapping loops and strokes, positioned to the right of the word "Signed:".

Position: Managing Director

Date: 18th March 2019

EXENSOR
AWARENESS ASSURED

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 Exensor Technology 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 Exensor Technology 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;*
We will publicise our armed forces commitments via social media, publications and on our company website and display the armed forces covenant logo to show that members of the armed forces community are welcome customers.
- *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 continue to engage with recruitment consultants that specialise in supporting ex-services personnel and always recognise military skills and qualifications when interviewing for new positions.
- *striving to support the employment of Service spouses and partners;*
We will advertise through "service-friendly" recruitment agencies and service charities and will at all times consider relevant applications from any interested party.

- *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 before, during or after a partner's overseas deployment, when the service person has to leave to spend time with their family.

We will consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.

- *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 work with Defence Relationship Management to find out more about how employing a reservist can be mutually beneficial and subsequently encourage any reservists in our business to participate in reserves day

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

We will encourage our employees to be cadet helpers or instructors.

- *aiming to actively participate in Armed Forces Day;*

We will hold an internal activity day annually to raise awareness via LinkedIn, follow Armed Forces Day on LinkedIn and post messages of support linked to the Armed Forces Day website.

2.2 We will promote and publicise our support and commitment to the armed forces covenant through social media, publications, our company website and in verbal briefings both internally and externally.

We believe that through open engagement and communication with the Armed Forces community we will achieve ongoing feedback thus keeping abreast of the Armed Forces view on how well we are doing against the targets we set ourselves.