



Kinetic Six 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:
Ministry of Defence

Signed on behalf of:
Kinetic Six Limited

Name: Brigadier Richard Carter

Position: Commander, 11th Signal & West
Midlands Brigade

Date: 3rd April 2019

Position: General Manager

Date: 3 / 4 / 19



Ministry
of Defence



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 Kinetic Six 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 Kinetic 6 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;*
- *Aiming to provide gainful employment to WIS individuals ensuring meaningful employment that takes into consideration their injuries or illness, whilst allowing them to have a prosperous career in the workplace;*
- *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;*
- *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;*
- *Offering a discount to members of the Armed Forces community;*
- *Assisting local and national sized charity organisations to deliver effective support to UK forces, Veterans and their families, we will do this by allowing our staff to continue to be involved in the military charitable sector that they hold dear, during work time;*

- *Continue to be an advocate for the employment of Veterans by allowing our already strong Veterans based workforce the opportunity to continually shine in Global business;*
- *Aim to provide paid and unpaid work roles to suitable Forces Veterans or Service leavers, inside and outside the UK. With the prospect of ongoing employment contract;*
- *Link Veterans to Charity organisations we work with in the UK and overseas with a view to gaining experience in new environments and differing job roles;*
- *Willing to meet Veterans and offer personal support and accommodation over short periods of time including weekend activities.*

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.