



## STAM Strategic & Partners Group Ltd

understand, committed, 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 country

Signed on behalf of:

**STAM Strategic & Partners Group Ltd**

Signed:

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

Position:

CEO/Director

Date:

04 April 2019



# 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 **STAM Strategic & Partners Group 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 **STAM Strategic & Partners Group 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 by publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo;*
- *seeking to support the employment of veterans young and old by specify advertising vacancies on our website;*
- *striving to support the employment of Service spouses and partners giving priority to their applications during the first screening of our human resources;*
- *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, or taking specific individual training courses;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible, offering tailor-made training courses and favoring, by privileging their applications, their entry into the world of work if they leave the armed forces;*

- *offering a discount to members of the Armed Forces Community ; by publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo.*

2.2 We will publicise these commitments through 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.