



Operational Security Professionals Group Limited **(OSP Group 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:
Operational Security Professionals Group Limited

Signed: Thomas McCarthy

Position: Managing Director

Date: 2nd May 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 OSP Group 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 OSP Group 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; include on our website.*
- *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; help to up skill veterans and military leavers through our training courses at the appropriate discounted rate we will offer.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; this will be accommodated as and when we have service spouses and partners in our employment.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; this will be accommodated as and when we have service personnel as members of the reserve forces.*
- *aiming to actively participate in Armed Forces Day; we aim to attend and participate in Armed Forces Day and will co-ordinate our participation with Highland Reserve Forces.*
- *offering a discount to members of the Armed Forces Community; OSP Cyber Academy will offer an exclusive discount of 25% to any member of the Armed Forces Community attending any of the classroom courses. We will also provide an introduction to our online courses free of charge.*

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. OSP Group Limited will formally announce this with an article to be submitted to the Pathfinder Magazine when the Armed Forces Covenant application has been successful. This will be co-ordinated with the Highland Reserve Forces office.