



BituChem Group

We, the undersigned,
commit to honour the Armed Forces Covenant
and support the Armed Forces Community.

We recognise the value Serving Personnel (Regular & Reserve),
Cadets, Veterans, and military families contribute to our
business/school/charity and our country.

Signed: _____

A handwritten signature in blue ink, appearing to be "A. K. [unclear]".

Position: _____
Managing Director

Date: _____
14th June 2019

BituChem[®]

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 at BituChem Group 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 BituChem Group 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;**
 - *promoting our work, activities and events through our own digital & social media channels as well as working with the press*
 - *publishing our Covenant pledge on a dedicated Corporate Covenant page on our web page*
- **seeking to support the employment of veterans young and old:**
 - *welcoming applications from Veterans who meet the criteria in the job specification*
 - *recognising military skills and qualifications in our recruitment and selection process*
- **seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;**
 - *staff are actively encouraged to become Reservists*
 - *up to 2 weeks per year of special paid leave is available to attend annual training camps*
 - *accommodation of Reserve training commitments wherever possible*
 - *fully supporting and accommodating mobilised deployment of Reservist employees if required*
- **offering support to our local cadet units, either in our local community or in local schools, where possible;**
 - *staff are actively encouraged to become members of the Cadet Forces*
 - *accommodation of Cadet training commitments where possible*

- *considering sponsorship bids to support worthwhile Cadet projects*

- **aiming to actively participate in Armed Forces Day;**
 - *in advance; promoting through the web, social media, membership and other networks*
 - *encouraging employees to take part in Reserve Forces Day, Uniform to Work Day and any Flag Raising Ceremonies*

- **additional commitments:**
 - *encourage and support employee fundraising for Service Charities*

2.2 We will publicise these commitments 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.