



## The JNR Group

(J&N Refunds and JNR Accounting)

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:

**The JNR Group**

Signed: 



Position: Managing Director

Date: 10<sup>th</sup> July 2019

**JNR  
GROUP**

# 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 **The JNR Goup** 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 **The JNR 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;*  
***by use of the Armed Forces Covenant logo on our advertising literature; website and social media***
- *seeking to support the employment of veterans young and old*  
***by adding a careers page to our website, specifically aimed at service personnel about to leave the armed forces; and by promoting as a percentage, how many of our staff are ex-forces (currently 11%)***
- *striving to support the employment of Service spouses and partners;*  
***by promoting vacancies aimed at service personnel/spouses/partners through our social media accounts***
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*  
***by adding a clause to this effect into our Company Handbook***
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

*and by personal sponsorship where possible relating to adventure training*

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

*either by trade support or donation*

- *supporting service charities where possible*

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 our Service customers on how we are doing.