



British Standards Institution

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.

British Standards Institute

Signed:

A handwritten signature in black ink, appearing to be "Paul Holgate".

Paul Holgate

Position: CEO, BSI Group

Date: 22nd August 2019

The Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to be "Graeme Deighton".

Name: Commander Graeme Deighton MSc CQP
MCQI RNR

Position: Commanding Officer, HMS Calliope

Date: 22nd August 2019

bsi.



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 British Standards Institution (BSI) 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 British Standards Institution (BSI) 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;*

We will proudly display the AFC symbol on our career website. We will share content on social media around forces leavers and reservists within our business. We will attend CTP career events and advertise our roles on the CTP careers site.

- *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;*

We do this by advertising job opportunities on CTP's careers site and attending CTP careers events. We also look to support service leavers with career skills, such as CV writing.

- *striving to support the employment of Service spouses and partners around the needs of the business.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment around the needs of the business.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

We do this via our UK Special Leave Policy, which states:

"5.6. Territorial or Reserve Forces There is no statutory obligation on employers to grant paid time off for employees who are members of the Reserve Forces. However, subject to operational requirements, employees who are members of the Territorial or Reserve Forces may be granted up to 5 extra days leave per annum on a matching basis, with pay, to attend their annual training camp and weekend training."

- *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;*

We are pleased to offer a discount for forces leavers on our training course - 5% for individuals or 10% for groups of 3 or more via <https://www.defencediscountservice.co.uk>

- *Supporting Remembrance;*

We will do this by offering our employees the opportunity to observe a 2 minute silence each Remembrance Day and making poppies available for our employees to purchase.

- *Support services leavers with work experience*

We will do this by working with our clients who have also signed the Armed Forces Covenant, to allow shadowing for veterans where our clients are agreeable.

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.