



Iron Ocean Ltd

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:

IRON OCEAN LTD

Signed: _____

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

Position: Chief Executive Officer

Date: 3rd October 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 IRON OCEAN 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 both physically and mentally or the bereaved.*

Section 2: Demonstrating our Commitment

2.1 IRON OCEAN 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;*
- *striving to support the employment and personal development of veterans young and old;*
- *driving the personal development and training of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *promoting support of our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *offering activities to actively support Armed Forces Day;*
- *offering discounts to serving members of the Armed Forces and our veterans*
- *Actively develop products to both improve and save the lives of our serving personnel*

2.2 We will publicise these commitments through our literature, our website, our social media channels setting out how we will actively seek to support the Armed Forces Community.

- *We will actively seek a strong relationship with the Armed Forces by developing state of the art technology designed and tested by our veterans and support personnel.*
- *We are proud of the veterans that currently serve within our company and will actively seek to employ veterans in line with future role requirements.*
- *We will proudly offer support to our local cadet units, either in our local community or in local schools, offering training, work experience & support opportunities where possible.*