



## CEVA LOGISTICS

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:

**CEVA Logistics**

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**CEVA Logistics**

Signed:

Position: MD UKIN

Date: 22 October 2019

Signed on behalf of:

**Ministry of Defence**

Signed:

Name: **Maj Ty Bearder**

Position: Chief of Staff

Mission Training & Mobilisation Centre

**ceva**  
LOGISTICS

**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, **CEVA Logistics**, 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 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to the country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** Promoting the fact that we are an armed forces-friendly organisation by publicising our commitments and displaying the Military Covenant logo on our careers website;
- **Veterans:**
  - Actively encouraging applications from ex-military personnel and working in collaboration with the Careers Transition Partnership to establish a tailored employment pathway for service leavers;
  - participating in employment fairs as agreed with Careers Transition Partnership;
  - Recognising the unique skills, behaviours and qualifications of ex-military personnel and the value they bring to our business throughout the selection process
  - Providing support, training and development to facilitate the transition from the military to the civilian workplace
  - Offering opportunities for ex-military personnel to gain work experience
- **Reserves:** Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;
- **Service Spouses & Partners:** supporting and advocating support for the employment of Service spouses and partners by advertising vacancies with the Military Families Federation and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **National Events:** Aiming to actively participate in Armed Forces Day.

2.2 We will publicise these commitments through our literature, on staff notices, and on our website, setting out how we will seek to honour them.