



EffecTech Limited

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:
Ministry of Defence

Signed on behalf of:
EffecTech Limited

Name: Wing Commander Steve Minnikin

Position: SO1 Reserves, HQ Air Command

Date: 6 NOVEMBER 2019

Position: Business Development Director

Date: 6th November 2019



**Ministry
of Defence**



EffecTech
Global Leaders in Gas Measurement

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 EffectTech 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 EffectTech Limited 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:

- **Recruitment:**
 - *Working with Career Transition Partnership on Veteran employment opportunities;*
 - *Offering a guaranteed interview scheme from service leavers who can demonstrate that they satisfy the required qualification criteria;*
 - *Specifying that EffectTech is Veteran employment friendly on all recruitment materials (i.e. on the website, at careers fairs etc.);*
 - *Supporting and seeking the employment of Forces spouses, partners and dependents;*
 - *Offering support for any spouse or partner whose partner is to be deployed before, during and after deployment by offering leave at short notice where possible;*
 - *Working with Families Federations for all three services to profile EffectTech as Forces family friendly;*
 - *Engaging with specialist recruitment functions including Forces Family Jobs and registering on and posting job vacancies on the Forces Families Jobs platform;*
 - *Specifying that EffectTech is Forces spouses, partners and dependents employment-friendly on all recruitment materials (i.e. on the website, at careers fairs etc.);*

- **Reservists:**
 - *Implementing a HR Policy that supports the Reserves by offering additional paid leave;*
 - *Working with Defence to highlight to employees that they will be supported if they choose to join the Reserves;*
 - *Supporting Employer Notification by reminding staff who you know, and may not know, are Reserves to ensure the Reserves HR database is up to date;*
- **Promotion:**
 - *Promoting the fact that we are an Armed Forces friendly organisation to all of our business connections within the Oil and Gas Industry and by encouraging managers from partner businesses to consider applications who are transitioning from the Armed Forces;*
 - *Using AFC and ERS logos on marketing collateral, website, publications, e-mail footers etc;*
 - *Participating in #SaluteOurForces by submitting photos and videos of EfecTech staff saluting (via social media and other online formats as appropriate).*

2.2 We will publicise these commitments through on our website, social media and newsletter, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.