



## C&G Services (Europe) 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:

**C&G Services (Europe) Ltd**

Signed: \_\_\_\_\_

Name: Jon Powney

Position: Director

Date: 20 November 2019

**C&G Services (Europe) Ltd**



**consult &  
gettrained**

# 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 C&G Services (Europe) 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 or bereaved.*

## Section 2: Demonstrating our Commitment

2.1 C&G Services (Europe) 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:

- *We will promote the fact that we are an armed forces-friendly organisation, by publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo;*
- *We seek to support the employment of veterans by offering guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert, and, support the employment, where appropriate, of wounded, injured or sick veterans, through a guaranteed interview scheme, and recognise military skills and qualifications when interviewing for new positions.*
- *We strive to support the employment of Service spouses and partners by offering guaranteed interviews to spouses/partners if they meet the selection criteria laid out in a job advert.*
- *We will endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment by looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family, where possible;*
- *We will support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

- *We will support our local cadet units, either in our local community or in local schools, where possible by considering requests to use facilities and premises;*
- *We will aim to participate in Armed Forces Day by supporting and promoting events on our social media platforms;*
- *We will offer a minimum of 5% discount on training costs to members of the Armed Forces Community;*
- *We employ veterans from the regular armed forces, former territorial army soldiers and utilise sub-contractors from similar backgrounds,*

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.