



St. Modwen Properties

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:
St. Modwen Properties

Name: **Lieutenant Colonel Stuart Hitchman**

Position: **11 Signals & West Midlands
Brigade**

Date: **20 Nov 2019**



**Ministry
of Defence**

Name: **Jane Saint**

Position: **Group HR Director**

Date: **20th Nov 2019**



ST.MODWEN

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 St. Modwen Properties 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 St. Modwen Properties 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 by publicising our Armed Forces Covenant and displaying the Armed Forces Covenant logo on our website;*
- *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 will utilise our Employees trained as Construction Ambassadors to engage with Veterans to help them understand the employment opportunities that may be available to them in the Construction industry;*
- *Support veterans to career change through by providing training to become bricklayers. The initial commitment is to train 20 veterans this year through an intensive 10-week course in conjunction with Burton and South Derbyshire College with a view to expanding this programme if successful. Once completed both St Modwen Homes and our supply chain would be invited to interview the candidates with a view to employment;*
- *Striving to support the employment of Service spouses and partners by providing flexibility in work location where we reasonably can in line with the business needs;*