



Infinics 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:

Infinics Limited

Signed: *N. Brown*

Position: Chief Executive Officer

Date: 27/06/2020



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 **Infinics** 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 **Infinics** 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, We will advertise on our website and social media that we are a Veteran owned business that will always be an Armed Forces Friendly Organisation.*
seeking to support the employment of veterans young and old by posting job adverts in Military / Ex Forces groups and forums first and we will guarantee any Armed Forces / Ex Armed Forces personnel an interview for the position available, we will not discriminate on length of time served or rank etc. We will advertise on all job adverts that we have signed the Covenant so that they are aware we are a Forces Friendly Company
- *striving to support the employment of Service spouses and partners;*
We will do this by posting job adverts in Military / Ex Forces groups and forums first and we will guarantee an interview to anyone who identifies themselves either written or verbally as a spouse or Partner of Armed Forces personnel. We will advertise on all job adverts that we have signed the Covenant so that they are aware we are a Forces Friendly Company
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

Being from a Military family we are well aware of the need to support our Service Spouses and Partners both during and after deployment, support will always be available to anyone that needs it, and during times of deployment we will look to increase our Company social events to keep the families occupied and entertained, and on return from deployment any requests for leave will be given very serious consideration and we will accommodate as much of the leave as possible depending on business needs at the time of application.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Time off work will be supported if required to any members of the Reserve Forces to allow for deployment and training commitments.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; local Cadet units and its Cadets and Instructors will be eligible for the same treatment and discounts as the rest of the Armed Forces / Ex Armed Forces*
- *aiming to actively participate in Armed Forces Day; we will always allow all Ex Forces to attend Armed Forces Day Celebrations, and will endeavour to have a Company Day and our local event every year.*
- *offering a discount to members of the Armed Forces Community; we will offer a discount on all services of at least 5% to any Military Organisation,*

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.