



Signature Home Improvements

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:

Signature Home Improvements

Signed: _____

A handwritten signature in blue ink, appearing to be "M. [unclear]". The signature is written over a horizontal line.

Name of the undersigned in blue ink

Position: Directors _____

Date: 5th August 2020 _____

SIGNATURE
HOME IMPROVEMENTS

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 Signature Home Improvements 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 Signature Home Improvements 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 on our website and proudly displaying the Armed Forces Covenant logo.*
- *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; by offering guaranteed interviews to veterans young and old if they meet the selection criteria laid out in a job advert and by recognising military skills and qualifications when interviewing for new positions.*
- *striving 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.*
- *endeavouring 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.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; by accommodating our reservists' training commitments wherever possible and accommodating the mobilisation of our reservists if they are required to deploy. By encouraging any reservists in our business to participate in Reserves Day and to work with Defence Relationship Management and/or our regional Employer Engagement Director to find out more about how employing a reservist can be mutually beneficial.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; by encouraging our employees to be cadet helpers or instructors, making company facilities and premises available for the use of cadets where possible, offer support or sponsorship, either in cash or kind to local cadets.*
- *aiming to actively participate in Armed Forces Day; by becoming an Armed Forces Day Corporate Partner and use the logo on bags, posters, websites and flying the Armed Forces Day flag and by following Armed Forces Day on Facebook and posting messages of support on social media sites and linking to the Armed Forces Day website.*
- *offering a discount to members of the Armed Forces Community; by offering discounts through the Defence Discount Service.*

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.