



Computacenter UK 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:
Computacenter UK Ltd.

Signed: _____

Position: CEO _____

Date: 15th September 2020 _____



Computacenter

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 Computacenter UK 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 Computacenter UK 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:

Demonstrating our commitment at the highest levels of our company Computacenter UK Ltd. will lead by example in the following initiatives:

- *promoting the fact that we are an armed forces-friendly organisation;*
- *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;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *Creating a community within the organisation consisting of ex service personnel that will provide opportunities for learning, health and wellbeing and networking activities.*
- *Ensure that military charities are officially represented in the annual tender process for our selected support charities. In addition, smaller charity events throughout the year will be promoted.*

In more detail:

Promoting the fact that we are an Armed Forces-friendly organisation;

- We will publicise our covenant commitments on our website, through our business review slide packs, in our marketing material and in our school outreach reports.
- We will promote our commitments within our graduate, apprentice and industrial placement programmes
- We will promote our commitments through our recruitment campaigns

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 work with Career Transition Partnership (CTP) to ensure employment opportunities are made available

- We will work closely together with recruitment agencies specialist in ex-military service Personnel.
- We will build on our comprehensive approach to career fairs by attending careers fairs specifically for those leaving the armed forces.
- We will provide service leavers with job-seeking support and self-marketing through our industry days.

Striving to support the employment of Service spouses and partners;

- At Computacenter we seek to create an environment where everybody can thrive. We create a culture where everybody, regardless of background, can feel comfortable.
- Computacenter have a 'Refer a Friend' Recruitment Scheme which encourages all employees to recommend their friends and family against externally advertised vacancies within the UK. We will encourage the use of this among Service spouses and partners.

Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

- Computacenter have a 'Time Off' policy that is flexible. We will encourage our employees who are Service spouses and partners to use the 'Time Off' policy to take leave before, during and after a partner's deployment.

Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;

- Computacenter support our employees who choose to be members of the Reserve forces by accommodating their training and deployment. We have done this for a number of years for our employees serving in the Reserves and will continue to do so.

Offering support to our local cadet units, either in our local community or in local schools, where possible;

- We will encourage through our School outreach programme our employees to engage and to volunteer to support local cadets Associations and locally based charities.
- We will endeavour to support better employability of future talent through educational links and Cadet Units.
- We will encourage participants of our school outreach programme to coach and mentor talent from our local Cadet Units.

Aiming to actively participate in Armed Forces Day;

- We will encourage all Reservists in our company to participate in 'uniform to work' days.
- We will further encourage our service leavers in our company to wear their medals to work.
- We will promote Armed Forces Day via our internal, external and social media sites.

Creating a community within the organisation consisting of ex service personnel that will provide opportunities for learning, health and wellbeing and networking activities;

- Ensuring that all our employees inclusive of service leavers and reservists enjoy a workplace free from discrimination and harassment where they receive respect, support and fair treatment.
- Enabling our employees to carry out their work effectively and achieve their full potential through workplace adjustments and special consideration for disabled people, including injured service leavers.

Ensure that military charities are represented in the bi-annual tender process for our selected support charities. In addition, smaller charity events throughout the year will be promoted;

- We have selected charity partners at Computacenter. These are voted for on a bi-annual basis by our employees. We will encourage the representation of military charities on the longlist that our employees can vote on.
- We actively support the Royal British Legion with the sale of poppies in our premises and will continue to do this
- We will encourage support to other military charity events through the year, where appropriate

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

We aim to refresh our commitment to the armed forces covenant on an annual basis.