



Excellentia Global

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:
Excellentia Global

Signed: Duncan Innes

Position: Director

Date: 4th October 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 Excellentia Global 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 Excellentia Global 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 using our business social media accounts, in conjunction with our website, brochures, emails and marketing material. Along with 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; Excellentia are already a member of ELCAS and have worked with a number of services leavers to achieve their SIA licence, enabling them to start a new career within the security sector. Excellentia will continue to seek opportunities to support CTP and resettlement events.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Excellentia has a member of staff who is an active member of the reserves. We will continue to support his, and others, deployment, allowing flexible working hours to suit; training and overseas exercises/deployments.*
- *aiming to actively participate in Armed Forces Day; our Directors and Staff actively celebrate Armed Forces Day, along with paying their respects during Remembrance Day. Members of staff will always be given time-off to attend these events.*
- *offering a discount to members of the Armed Forces Community; by offering our training courses to serving or ex-members of the Armed Forces, and their spouses or partners at a discounted rate.*

2.2 The owners and Directors of Excellentia Global are all ex-serving members of the Armed Forces. We also have ex-serving members working within the company, along with a serving member of the reserves.

We understand the importance of supporting services leavers and currently have hold over 100+ ex-services members on our Human Resources (HR) data base; where possible we seek to regularly offer these individuals work. 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.

Excellentia have employed members of the ex-services on our contracts over the last 14 years and will continue this as we move forward and grow.