



Alpha Facilities Group 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:
Alpha Facilities Group Limited

Signed: _____

A handwritten signature in black ink, appearing to be "M. J. Smith", written over a yellow rectangular background.

Position: Director _____

Date: 8 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 Alpha Facilities Group Limited 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 Alpha Facilities Group Limited 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 Armed Forces:*** *promoting the fact that we are an Armed Forces-friendly organisation, to people we have direct contact with and the wider public. We will encourage other companies to embrace the Armed Forces Covenant, recognising that it is good for business;*
- ***Veterans:*** *advocate for flexible and sustainable ways of working with the aim of more veterans being able to access suitable work that meets their needs and the needs of business by recognising military skills and qualifications in the recruitment and selection process with companies that we deal with;*
- ***Recruitment:*** *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;*
- ***Reservists:*** *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- ***Service Spouses & Partners:*** *supporting and advocating support for the employment of Service spouses and partners; encouraging companies to advertise vacancies with the Military Families Federations; providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- ***National Events:*** *supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;*
- ***Armed Forces Charities:*** *supporting Armed Forces charities with fundraising.*

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.