



Penn Chambers 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:

Penn Chambers Limited

Signed: _____

Position: Principal Solicitor _____

Date: 26th 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 Penn Chambers 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 Penn Chambers 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 fact that we are an armed forces-friendly organisation by advertising the same on as much of our published material as possible, whenever possible and in particular our websites;*
- *supporting 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;*
- *supporting the employment of Service spouses and partners by encouraging Service spouses to apply for roles;*
- *guaranteeing to offer a degree of flexibility in granting standard leave for Service spouses and partners before, during and after a spouses or partner's deployment where ever possible as well as granting additional paid leave before and after a spouses or partners deployment where ever possible;*
- *guaranteeing to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment wherever possible as well as granting additional paid leave for all or part of their training and deployment where ever possible;*

- *encouraging our employees to join the Reserve forces and paying them a lump sum equal to their paid Service tax free bonus ("bounty") after their first full year of qualifying service with us throughout their period of employment with us;*
- *offering support to our local cadet units, either in our local community or in local schools, wherever possible;*
- *aiming to actively participate in Armed Forces Day;*
- *offering financial discounts to members of the Armed Forces Community, when instructed to act on their behalf*

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 clients on how we are doing.

2.3 We will publicise these commitments through our induction procedures for new members of staff and further reminding all our staff of our commitment during our staff annual training days and inviting feedback from our staff and our clients on how we are doing.