



## Veteran Owned 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.

### Veteran Owned UK Ltd

Signed:

Position:

Date: 03<sup>rd</sup> March 2020



### The Ministry of Defence

Signed:

Position: 601 Squadron

Date: 03<sup>rd</sup> March 2020



Ministry  
of Defence

# **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 **Veteran Owned 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 **Veteran Owned 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:

- *promoting the fact that we are an armed forces community focused organisation;*
- *We are dedicated in the support of the whole Armed Forces community, including serving members of the Armed Forces, veterans, spouses of serving members of the Armed Forces or Veterans, and Injured servicemen or women.*
- *Providing self-employed and employed opportunities to Veterans or Spouses of Serving Members of the Armed Forces or Veterans. We aim to provide details of these roles through our own publications as well as actively utilising CTP to advertise opportunities to the Armed Forces community.*
- *In any future employment opportunities, we guarantee all veterans or spouses of serving members of the Armed Forces or Veterans a job interview provided they meet the requirements of the role advertised.*
- *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 or Cadet , including by accommodating their training and deployment where possible;*

- *Aiming to actively support Armed Forces Day, Reserves Day and Remembrance Day by raising awareness through our internal and external communication. We will aim to support our local events and encourage remote staff to do the same.*
- *Provide a free, active online community hub for serving members of the Armed Forces, Veterans or Spouses of either, who are business owners or self-employed to provide support, mentoring, advice and a sense of community.*
- *Always providing a Free membership level to the Veteran Owned UK Directory so all businesses are able to list no matter what their financial position. Social Media support will also be free to help establish a better digital footprint for the businesses in the Veteran Owned UK community.*

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.