

Signed on behalf of:

**Ministry of Defence**

**Signed:**

**Name:**

**Position:**

**Date:**

# Veterans’ Growth

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**We, the undersigned, commit to honour the Armed**

**Forces Covenant and support the Armed Forces**

Signed on behalf of:

**Ministry of Defence**

**Signed:**

**Name:**

**Position:**

**Date:**

**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:

## Veterans’ Growth



Signed:

Position: Chief Executive Officer

Date: 09 November 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. We Veterans’ Growth 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 Veterans’ Growth 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; as a Tri-service charity will always promote this fact
* 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 the CTP to ensure that any help and training we can supply to service leavers that wish to pursue a career in horticulture
* striving to support the employment of Service spouses and partners; by offering guaranteed interviews to the above
* endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner’s deployment; this is written into our leave policy at Veterans’ Growth and we have first-hand experience ensuring this matter is of utmost importance
* seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; supporting our reserve forces is a priority to ensure they can commit to training and support their active deployments
* offering support to our local cadet units, either in our local community or in local schools, where possible; Veterans’ Growth has contact with our local cadet units and is happy to support and take part in any event they are holding
* aiming to actively participate in Armed Forces Day; and have a contact with the local council to ensure that Veterans’ Growth are kept informed about any events they are planning and how Veterans’ Growth can be of assistance
* offering a discount to members of the Armed Forces Community; through the online sales of merchandise when it goes live on the website

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.