

Signed on behalf of:

**Ministry of Defence**

**Signed:**

**Name:**

**Position:**

**Date:**

# Decode Cyber Solutions

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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:

# Decode Cyber Solutions

Signed: Decode Cyber Solutions signature showing their commitment to the armed forces covenant

Position: Managing Director

Date: 26 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. We Decode Cyber Solutions 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 Decode Cyber Solutions 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;*

*We shall achieve this by promoting our support to the Armed Forces Covenant through uploading*

*the Armed Forces Covenant logo onto our website and LinkedIn pages. We will also highlight our*

*support during our network engagements and contact with clients and partners.*

• *seeking to support the employment of veterans young and old and working with the Career*

*Decode Cyber Solutions recognises and values, skills, experience and standards that members /*

*ex members of the Armed Services possess. As and when our organisation grows, we will actively*

*seek such standards and where our organisation profile is not compatible with an individual, do*

*what we can to help them succeed in their career through our networks.*

• *striving to support the employment of Service spouses and partners;*

*Decode Cyber Solutions also recognises that spouses and partners are key in the support to our*

*Armed Services. We understand that they too have valuable skills and experience. Where we can,*

*support spouses and partners as we would do our veterans.*

• *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners*

*before, during and after a partner’s deployment;*

*With our own personal experience of being a member of the armed services, we understand the*

*need to support our service personnel and staff, particularly after periods of deployment. We will*

*therefore support our staff where we can if the situation arises, either through fully paid leave, time*

*off, special leave after periods of deployment.*

• *seeking to support our employees who choose to be members of the Reserve forces, including by*

*accommodating their training and deployment where possible;*

*We recognise the value our Reservists provide our full time Armed Services. If the situation arose,*

*we would support Reservist staff in their deployment and training requirements either through paid*

*leave, time off or special leave.*

• *offering support to our local cadet units, either in our local community or in local schools, where*

*possible;*

*We would support our local Army Cadets. We can achieve this through bespoke cybercrime*

*awareness raising / training. We recognise standards and values should never drop whether*

*online or in the real world and we would help raise this awareness with our local cadets*

• *aiming to actively participate in Armed Forces Day;*

*Having proudly served in the Armed Forces, the opportunity to participate in Armed Forces Day is*

*an honour. We will promote Armed Forces Day through our website, social media sites and*

*networks.*

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.