



## Symbios Health

We, the undersigned,  
commit to honour the Armed Forces Covenant  
and support the Armed Forces Community.  
We recognise the value Serving Personnel (Regular & Reserve),  
Cadets, Veterans, and military families contribute to our  
business/school/charity and our country.

Signed:

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

Position: Medical Director

Date: 15 January 2021

# 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 Symbios Health 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 Symbios Health 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:

### **Reservists**

We are committed to supporting the employment of reservists by recognising and understanding each working environment to be able to provide bespoke health surveillance to employees and offer interventions to employers for health problem management.

### **Veterans**

We seek to support the employment of veterans of all ages by exploring individual needs, taking previous medicals into account and providing the tools to tackle any current health challenges to avoid sick leave and improve quality of life where necessary. We endeavor to provide recognition, support and advice to employers and employees alike if they are no longer fit to perform their role.

### **New career starters**

Offering pre-employment medicals to ensure that new employees are able to perform their proposed role from a medical perspective and that employers are aware of their obligations to new employees under disability legislation and what workplace adjustments could be considered where necessary.

### **Cadets**

We strive to provide and promote beneficial changes in health behaviour from an early onset. Promoting the work that you do has an impact on your health and your health has an impact on your ability to perform well and be happy at work.

### **Supporting family wellbeing**

Making services available to support the forces family job forum to assist in physical and mental health for families of deployed personnel, enabling them to continue in their own employment.

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.