



Chesil Security 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:

Chesil Security

Signed:

A handwritten signature in black ink, appearing to be "J. L. Smith", written over a horizontal line.

Position: Operations Manager

Date: 30/03/2020



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 Chesil 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 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** We want to be seen as “extended family” to the Armed Forces community supporting veterans and Reservists to our utmost ability.
- **Veterans:** We at Chesil recognise what an assist ex Armed Forces personal can bring to our company with their world-renowned training, discipline, pride, and integrity. We will actively go out of our way to recruit Veterans into our work force. We will try to seek out the veterans that would benefit the most from gaining employment by helping with cost of kit and being flexible with how we conduct interviews to minimise cost.
- **Service Spouses & Partners:** Being apart of the “extended family” of the Armed Forces it of course means we need to take to account the immediate family and do everything we can to support them. We work with Armed Forces recruitment sites such as [Forces Families Jobs Forum](#); British Forces Resettlement Services (BFRS) and others to assist us in actively recruiting former Tri serveries staff. In addition to this if be flexible with holiday days off if loved or on leave or home from deployment.
- **Reserves:** We understand that our brave reservist our critical in the effort of keeping British interests are safe both home and abroad. To be able to deliver these vital roles we also appreciate that world class training needs to be conducted so we will work with any Reservist to allow to go on deployments and training.
- **Cadet Organisations:** We know from experience how important Cadets can be for young people and the leaders alike. We will positively work with any volunteers. Further to this well shall look into what resources we can put into local organisations.
- **National Events:** We support all Armed Forces events such as Remembrance Day, Armed Forces and poppy appeals. We will actively encourage all our staff to wear poppies. Look at how we can help at events by providing free security if we can.
- **Armed Forces Charities.** We will support charities that help our Armed Forces. Anyone taking part in charity events will get full support from our company including donations and full marketing skills.
- **Commercial Support:** We will look at ways to help the Armed Forces community on discounted CCTV install for homes or companies owned by the Armed Forces.

Going forward Chesil will continually improve our ways in which we can look after our Armed Forces family. We plan to do this by listening

At Chesil Security we fully appreciate the sacrifice, service and dedication that our brave men and woman deliver to keep Queen and Country safe from external and internal threats. We will go out of our way to understand the numerous challenges that our service personnel have to go through. Including PTSD, Family issues, adopting to civilian life and any other difficulties. At Chesil we understand that Her Majesty's Armed Forces are supported by our incredible reservists who are critical to operations of keeping British interests safe. We will work with any reservist to give them the flexibility to be available for deployment and training. After conducting numerous consultations with various veterans from all branches of the Armed Forces one of the key elements that is missed coming into civil life is structure and comradeship. What we intend to do is mirror as closely as possible to the structure of the military. Going forward as Chesil expands, we will be looking at ways to fund SIA Licences and addition upskilling and qualifications such as first aid, pit crew spectator safety and others. We will have an active recruitment policy given preference to ex Armed Forces.

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.