



VALIANT INTEGRATED SERVICES 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.

Signed on behalf of VALIANT INTEGRATED SERVICES LTD

Signed:

A handwritten signature in black ink, appearing to read 'Emma'.

Position: Chief Administrative Officer

Date: 15th March 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 **VALIANT** will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:
 - 1.1.1 No member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen
 - 1.1.2 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:
 - 2.1.1 Promoting the Armed Forces and promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public. Publicising the Covenant and our related commitments in our written and electronic literature, and our online presences. Promoting and openly supporting Reservist membership within our corporate recruitment and Human Resource functions.
 - 2.1.2 Working with the Career Transition Partnership to support the employment of Service leavers. Looking first to employ and engage veterans and their partners/spouses, to provide supported pathways for them to transition from their service careers, and to recognise and develop their military skills and qualifications in the commercial world. To recruit veteran-families with a positive focus, ensuring that, regardless of age and disability, they will be guaranteed an interview.
 - 2.1.3 Striving to fully support the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#); and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
 - 2.1.4 Endeavouring to support employees who are Reservists; granting additional paid/unpaid leave for annual Reserve Forces training, supporting any mobilisations and deployment, and actively encouraging members of staff to become Reservists. Taking a considerate view on leave requests before, during and after any overseas deployment in order for families to spend that time together. Looking to offer special paid leave in cases of service injury or bereavement.
 - 2.1.5 Providing support for employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.
 - 2.1.6 Supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and supporting and actively participating in Remembrance activities.
 - 2.1.7 Supporting Armed Forces charities with fundraising and offer staff to volunteer at events.
 - 2.1.8 Offering a discount to members of the Armed Forces community.
 - 2.1.9 Enshrining military courageousness and ethics in our Codes of Conduct and our corporate DNA.
- 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.