



## **Gamma Telecom Ltd**

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**We, the undersigned, commit to honour the Armed Forces Covenant and pledge to support, wherever practically possible, 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:

**Gamma Telecom Ltd**

Signed:

A handwritten signature in black ink, appearing to be 'af' followed by a period.

Position: **Chief Executive Officer**

Date: **14<sup>th</sup> June 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 **Gamma Telecom Ltd** 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; and*
- *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:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
  - We will show our support for the Armed Forces community and demonstrate the benefit of potentially employing ex and current military personnel who match the relevant skills, knowledge and experience for roles as are made available from time to time via our website, internal communications, job advertisements and in our external marketing materials.
- **Veterans:** supporting the potential employment of veterans, recognising relevant and appropriate skills and qualifications in our recruitment and selection process and working with the Career Transition Partnership (CTP) to potentially support the employment of Service leavers who match the relevant skills, knowledge and experience for roles as are made available from time to time.
  - We endeavour to support, where appropriate, the recovery of wounded, injured and sick Service personnel through the provision of work experience and work shadow placements.
  - We will advertise our vacancies on dedicated Armed Forces career websites; and
  - We commit to continuously review our support in local Armed Forces communities as the business grows and restrictions subside due to the pandemic change.
- **Service Spouses & Partners:** supporting the potential employment of Service spouses and partners; and wherever practically possible, providing flexibility in granting unpaid leave for Service spouses and partners before, during and after a partner's deployment.
  - Subject to role and skill-set suitability, we will commit in trying to find alternative employment within the business in another location, if a colleague needs to move to accompany their partner on account of their Service deployment.
  - Subject to specific role and performance requirements, we will look at potentially offering a flexible remote working initiative to help out on specific Service deployment, wherever possible.
  - Subject to specific role and performance requirements, we will look at potentially offering flexible unpaid leave if a colleague references a need for this due to their spouse or partner being deployed.
  - We commit to increasing awareness amongst our line managers and ensuring they understand the need for flexible holidays around a partner's deployment; and
  - We will endeavour to facilitate through our Annual Leave policy, the flexibility for holiday requests before, during and after Services partners overseas deployments.
- **Reserves:** supporting our employees who are members of the Reserve Forces; supporting mobilisations and deployment where we can; encouraging members of staff to become Reservists.
  - We will encourage all our Reservists to participate in recognised Uniform to Work days.
  - We will grant our Reservists flexible unpaid leave in addition to the annual entitlement stated in their contract, when required for their continuous and relevant military training; and
  - We commit to continuously review how we can best support our Reservists as our business grows and develops over time.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations; encouraging members of staff to become volunteer leaders in cadet organisations and subject to a match of

the relevant skills, knowledge and experience for roles as are made available from time to time; recognising and promoting the benefits of employing cadets / ex-cadets within the workforce.

- We commit to raising awareness internally for our colleagues to potentially choose the local cadet units or other military charities for donations; and
  - To support our adult cadet force volunteers and instructors, we will grant up to five days flexible unpaid leave to attend relevant training courses.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist.
    - We will promote the use of our employees to potentially use their paid Charity Day each year to volunteer in areas that will benefit the military community

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.