



Servo Securities 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:

Servo Securities Limited

Signed: *A. McCallion*

Position: C.E.O.

Date: 13th July 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 **Servo Securities Limited** 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:** Servo Securities Limited will publish our Armed Forces Covenant commitments on our website and displaying the Armed Forces Covenant logo on our website, email signatures and social media pages.
- **Veterans:** Servo Securities Limited will support the employment of veterans by working with the Career Transition Partnership to identify potential candidates for employment opportunities. Servo Securities Limited will offer guaranteed interviews to veterans who meet selection criteria laid out in a job advert irrespective of age, sex, sexual orientation, ethnicity, religion, vulnerability or any disability.
- **Service Spouses & Partners:** Servo Securities Limited will advertise opportunities, where possible, through service friendly channels such as the Forces Families Job Forum and will offer guaranteed interviews to service spouses/partners should they meet the selection criteria set out in our adverts.
- **Reserves:** Servo Securities Limited will support our employees who are members of the Reserve Forces by granting leave for annual Reserve Forces Training, by supporting mobilisations/deployments and actively encouraging our workforce to become Reservists.
- **Cadet Organisations:** Servo Securities Limited will encourage our staff to become cadet helpers or instructors and will provide support, either in cash or kind, to local cadet units.
- **National Events:** Servo Securities will hold an Armed Forces themed week in all of our offices and site locations and will support events within our office/projects local communities.
- **Armed Forces Charities:** Servo Securities will support our staff who volunteer to assist with fundraising for Armed Forces charities.

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.