



CISTC 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.

CISTC Ltd

Signed: 

Position: Managing Director

Date: 7 July 2021



The Ministry of Defence

Signed: 

Date: 7 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 CISTC 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*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 CISTC Ltd recognises 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 fact that we are an Armed Forces-friendly organisation by;
 - displaying the Armed Forces Covenant on our website, vehicles and relevant correspondence
 - publicly celebrating our internal military community as well as those currently serving by supporting Armed Forces Day and other armed forces events
 - developing our internal military network further to create a supportive culture within the business towards the Armed Forces Community and a platform from which we can advocate internally
- Seeking to support the employment of veterans, and working with the Career Transition Partnership (CTP) in order to establish a tailored employment pathway for Service leavers;
 - providing discounted construction training courses through our training provider in Farnham, CISTC
 - providing discounted construction training courses through our business
 - actively seeking more ex-military personnel to provide placements by advocating the benefits of recruiting military talent and supporting the Armed Forces
 - supporting participating organisations with free mentoring, advice and training through our Construction Training Group- Surrey Training Group
 - working with the Career Transition Partnership (CTP) in order to establish a tailored employment pathway for Service leavers, including Wounded, Injured and Sick;
 - Attending CTP and OA careers events and hosting insight days specifically for Veterans and Service Leavers
- Striving to support the employment of Service spouses and partners;
 - offering a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
 - Endeavouring to find alternative employment within the business in another location if they need to relocate to accompany their partner
- seeking to support our employees who are members of the Reserve Forces, including by accommodating their training and deployment where possible
 - granting annual leave to accommodate mandatory training in line with current company policy. Additional activities can be taken as either annual leave or unpaid leave at the manager's discretion

- Offering support to our local cadet units, either in our local community or in local schools, where possible;
 - supporting employees who volunteer as Adult Cadet Instructors and supporting their annual training by allowing flexibility on working hours
- Aiming to actively support military charities and events by;
 - supporting the Royal British Legion Poppy Appeal by selling poppies in our head office and observing 2 minutes silence on Armistice Day
 - Developing our support for military charities such as Walking with the Wounded, Hire A Hero and Help for Heroes

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.