

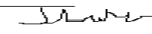


Regency Security Group

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:

Regency Security

Signed: 

Position: Recruitment Manger

Date: 27/09/2021



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. At Regency Security we have valed everyone who has signed the blank check to keep us ALL safe and meaning we can sleep safe. Part of our recruitment strategy going forward is to pro-actively bring on board veterans and reservists. We understand to keep the United Kingdom safe, commit to our NATO obligations while working with our Five Eyes partners Her Majesty Armed Forces needs a flexible approach which includes using reserve forces. Part of our commitment will be to allow and encourage reservists to carry out training and be able to go out on deployments. We understand those of have served for Queen and

Country may have seen and experienced unimaginable horrors resulting in mental and physical issues. We will work with all our staff to find ways for them to best cope with these conditions as well allowing adequate rest days. On speaking to veterans has been commutated that one thing they miss the most is there "brother and sisters" AT Regency we will work create a family feel. We will try and use military terminology and SOPs were we can so for people that are leaving the military for the first time it's not a giant step into civi street.

Section 1: Principles of The Armed Forces Covenant

- We **Regency Security** will endeavor 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.*
 - *We will PRO-ACTVLY recruit ex, current and reservist military and blue light personnel*
 - *We will favor ex-military and blue personnel for internal promotions*
 - *We will find ways in which to help veterans with any conditions they may have*
 - *We look at ways to provide discounted, cheap or free training and qualifications for military and blue light personnel*

Section 2: Demonstrating our Commitment

2.1 We recognize 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:

- Given the knowledge, experience training and dedication that our military have we look at promoting those with military or blue light backgrounds first.
- We will look at advertising on military forums and going to careers events for Military leavers. We will find ways to help military personnel that may struggle with convection applications forms and CV writing
- **Cadet Organizations:** We understand that are wonderful men and woman who serve on the front line gain the confidence and desire from the various cadet organizations. If any of our staff members become volunteers to help build the next generation of out guardians, then will work around rotating them out of parade nights. If they need holiday to take on training on take the cadets away, we will make this a priority over other requests
- **National Events.** We will ACTIVILY ENCOURGE all our staff to wear poppy's on around Remembrance period. No ex-military staff would be expected to wok on the morning or Remembrance Sunday. We will look at ways we can join with veteran events across the UK.
- **Armed Forces Charities:** We will look at ways in which we can fund rise for different military charities.

2.2 We will publicize these commitments through our literature and/or on our website, setting out how we will seek to honor them and inviting feedback from the Service community and our customers on how we are doing. We will keep this document as on going and update and add to it when applicable. We will ask our military personnel for advice and who they are finding the measures.