



Amoria Bond

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Signed on behalf of:

Amoria Bond

Signed:

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

Name: David Etherington

Position: Group CEO

Date: 17 October 2022



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. We, **Amoria Bond**, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant by:

- **Promoting that we are an Armed Forces-friendly organisation** to our staff, customers, suppliers, contractors and wider public.
- **Recognising military skills and qualifications** in our recruitment and selection process to support the employment of veterans.
- **Providing networking opportunities for ex-Forces employees** to enable staff members with an Armed Forces connection to meet and support one another
- **Recognising National Events** such as the Poppy Appeal Day and Remembrance Day, including providing coaching and information for all employees.
- **Supporting Armed Forces charities with fundraising** such as Poppy Appeal Day and supporting staff who wish to use their paid Annual Volunteer Day to assist with Armed Forces Charities.
- **Promoting employment opportunities for veterans** in our industry and the sectors we operate in
- **Providing education and training resources** including e-learning, for our staff on the Armed Forces Community.
- **Promoting the Armed Forces Covenant and our support for the Armed Forces Community** to our staff, customers/service users, supply chains and the wider public.
- **Using the Covenant and Employer Recognition Scheme logos** in our communications and marketing.
- **Appointing an Armed Forces Champion within our organisation**

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 Armed Forces Community and our customers on how we are doing.