



Invinsec UK Ltd

We, the undersigned,
commit to honour the Armed Forces Covenant
and support the Armed Forces Community.
We recognise the value Serving Personnel (Regular & Reserve),
Cadets, Veterans, and military families contribute to our
business/school/charity and our country.

Signed: AP Samsonoff

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Position: CEO

Date: 21st March 2019

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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 Invinsec UK 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 Invinsec UK Ltd recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *publishing our Covenant pledge on a dedicated page accessible on our website*
- *welcoming applications from Veterans who meet the criteria of advertised job specifications*
- *recognising military skills and qualifications in our recruitment and selection process*
- *welcoming applications from spouses / partners who meet the criteria of advertised job specifications*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment*
- *staff supported (and encouraged) should they decide to become Reservists*
 - *up to 2 weeks per year of special paid leave is available to attend annual training camps*
 - *accommodation of Reserve training commitments wherever possible*
 - *fully supporting and accommodating mobilised deployment of Reservist employees if required*
 - *encouraging employees to take part in Reserve Forces Day, Uniform to Work Day and any Flag Raising Ceremonies*
- *encourage and support employee fundraising for Service Charities*
- *Continue to offer 'two charity days' paid leave annually to support Service Charities*