



NESC 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.

Signed on behalf of NESC Ltd

Signed:

Two handwritten signatures in black ink. The first signature is cursive and appears to be "James Harris". The second signature is more stylized and appears to be "Ben Sidman".

Name: James Harris and Ben Sidman

Position: Managing Directors

Date: 23/11/2020



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 NESC 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 NESC 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:

- *promoting the fact that we are an armed forces-friendly organisation;*
 - *publishing our Covenant pledge to a dedicated section of our company website*
 - *displaying our Covenant pledge in our office for staff and visitors to read*
 - *displaying the Armed Forces Covenant logo*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
 - *posting vacancies on the CTP website and working with the CTP to engage with Service Leavers*
 - *recognising skills and qualifications from the Armed Forces when reviewing applications and conducting interviews*
 - *posting vacancies on other platforms highlighting the qualities Service Leavers can offer us as a company*
 - *actively encourage Service Leavers to submit applications for available positions*
- *striving to support the employment of Service spouses and partners;*
 - *welcome applications of spouses and partners of Service Leavers who fulfil job specification requirements*
 - *consider service-friendly recruitment agencies when and where possible*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment*
 - *look sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family.*
 - *consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
 - *accommodating reservists' training commitments wherever possible*
 - *recognising the benefits reservists can bring to the company*
 - *encourage any reservists in the business to participate in Reserves Day wherever possible*

- *aiming to actively participate in Armed Forces Day;*
 - *follow Armed Forces Day on relevant social media platforms and actively engage with their posts*
 - *encourage employees to attend and take part in Armed Forces Day where possible*

- *Recognising that some Service Leavers experience a strain on their mental health and endeavouring to support these individuals wherever possible.*

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.