



# Corporate Covenant

## The Armed Forces Corporate Covenant

### TVS Supply Chain Solutions Limited

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 **TVS Supply Chain Solutions Limited**

Signed:

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

Name: **Andrew Jones**

Position Held: **Managing Director**

Date: **06 June 2014**



**Supply Chain  
Solutions**



**Ministry  
of Defence**

# **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 Corporate Covenant**

1. TVS Supply Chain Solutions (TVS SCS) 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. TVS SCS 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;

*TVS SCS employs a number of veterans and recognises the value they bring to the company. We will use our internal and external websites, employee and customer newsletters to promote our armed forces friendly policy; providing details of our participation in MOD programmes, for development and employment of military personnel.*

- seeking to support the employment of veterans young and old;

*TVS SCS is an Equal Opportunities employer, receptive to recruitment and retention of employees of all ages. When advertising externally we will state that we welcome applicants from the services, or their spouse / partners.*

- striving to support the employment of Service spouses and partners;

*TVS SCS welcomes the opportunity to consider spouses / partners of military personnel for employment.*

- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

*TVS SCS employees who are spouses / partners of military personnel who request leave in connection with their spouse / partner's deployment will be treated sympathetically and every effort made to accommodate their request, as per the provisions included in our Absence policy.*

- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.

*TVS SCS offers additional annual leave to those in the reserve forces when attending training camps.*