



Charter Security 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: Charter Security Limited

A handwritten signature in black ink, appearing to read "R. Hanratty".

Signed: _____

Name: Robert Hanratty _____

Position: Operations Director _____

Date: 4th November 2016 _____



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 2: Our Commitment to the Armed Forces Covenant

1.1 We Charter Security Limited 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 3: How we are meeting our Commitment

2.1 Charter Security Limited 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; (website)*
- *making employment opportunities available within Charter Security Limited and our parent company Grosvenor Services; (website/CTP notification)*
- *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;*
- *by proudly displaying the Armed Forces Covenant logo in our Head Office; Publicise our Armed Forces Covenant commitments on our website and display the Armed Forces Covenant logo;*
- *practically ensuring that our members, clients and business partners understand our support for the Armed Forces and their families;*
- *promoting the benefits of employing Ex-Forces personnel on an international, national, regional and local basis; (client meetings/personal professional promotion)*
- *seeking to build stronger ties with elements of the Armed Forces where we can draw potential recruits; (CTP engagement/career fairs)*

- *ensure that any Ex-Forces personnel who meet our selection criteria are called for interview; (selection criteria process)*
- *value and recognise military skills and qualifications when interviewing for positions; (interviewing the correct candidates with the correct skill sets)*
- *participate in selected career fairs to publicise the opportunities available within Charter Security & Grosvenor Services;*
- *provide work experience opportunities for service leavers; (in discussion with CTP)*
- *striving to support the employment of Service spouses and partners; (ensuring access to employment opportunities)*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *aiming to actively participate in Armed Forces Day;*

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.