



## Hostile Risk Management

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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:

**Hostile Risk Management**

Signed:

Name:

Peter Allsopp

Position:

Managing Director

Date:

28 June 2017



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 **Hostile Risk Management** 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 **Hostile Risk Management** 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; This is done through our website, social networking platforms and literature.*
- *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. Working with various unemployment charities to assist those that need help with CV writing, employment and choosing a career path.*
- *We will continue to support and sponsor "Pull Up a Sandbag" (PUASB) which is a forces community forum that provides service personnel and veterans with help, advice and a community spirit.*
- *We will encourage service personnel, veterans and service leavers to undertake our accredited courses to suit their career path and help them to seek employment upon completion.*
- *We will work with the CTP/CTW/ELCAS and resettlement officers to help individuals undertake suitable courses that will enhance their CPD and employment and ensure that our partners assist with employment advice and employment placements.*
- *striving to support the employment of Service spouses and partners;*

- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible and ensuring that they are given leave accordingly upon completion of a deployment or training.
- offering support to our local cadet units, reserve units either in our local community or in local schools, where possible; to include support "Uniform Service" courses for school leavers.
- aiming to actively participate in Armed Forces Day; and any veteran activities or days of remembrance.
- Support service charities within our community and within the community of those that work for our company, to include associates.
- offering a discount to members of the Armed Forces Community and family members wishing to undertake our services or courses.
- We support those within our community and have a local service working group which we intend to expand to other communities.
- Supporting those on deployments or away from their families, where families may need assistance, guidance or help with welfare matters.
- To make individuals aware of service charities and welfare groups within their area or community. To include helping those resettle into the community.
- To continue to support and guide those with PTSD and welfare support.
- To help provide holiday support and accommodation to those that require recreational time with their families. This will be done via a community camping and motorhome forum and group, with the assistance of local veterans and service personnel.
- **Hostile Risk Management** employs ex-military personnel regardless of sex, rank, arm or trade and seek to look for service personnel who wish to be recruited into our industry.

2.2 We will publicise these commitments through our literature, on our website, seminars, working groups and community groups. Setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing and taking advice from our partners as to how we can promote further our commitment to the covenant.