



XMA

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:

XMA

Signed: Kelvin Lee
Name: Kelvin Lee
Position: Operations Director
Date: 18 November 2018



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 **XMA** 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 **XMA** 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:

General:

- *promoting XMA as an armed forces - friendly organisation by publicising our Armed Forces Covenant on company literature and/or our website, and displaying the Armed Forces Covenant logo;*
- *aiming to actively participate in Armed Forces Day where ever possible;*
- *actively promote service supporting charities;*
- *offering a discount to members of the Armed Forces Community;*

Current and Ex-Service Personnel (Including Veterans and Families):

- *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;*
- *offering flexible leave allowances to support the needs of the service community (pre and post deployment);*
- *striving to support the employment of Service spouses and partners, enabling employment opportunities across our business;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *supporting our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

Reservists:

- *support any of our current employees who choose to become members of the Reserve forces,*
- *including accommodating training commitments and/or mobilisation periods;*
- *encouraging current reservists in our employment to participate in Armed Forces Day and Reserves Day;*

Service Personnel Partners/Spouses

- *support the employment of current and ex - service personnel spouses and partners by advertising employment opportunities through 'service friendly' agencies/charities;*
- *guaranteeing all service leavers, and their spouses or partners, who apply for employment with XMA directly or via the CTP, with interviews and where they meet the minimum selection criteria for employment;*
- *offer flexibility and emergency leave for service personnel's spouses and partners before, during and after a partner's deployment; and special paid leave for those who are bereaved or whose loved ones are injured;*
- *offering, wherever possible, alternative employment options to service personnel spouses and/or partners where they are required to relocate to accompany their partner*

2.2 We will publicise these commitments through our literature, in our office space and 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.