



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:
Advantage One Security Limited

Signed: J Haigh

Name: James Haigh

Position: Managing Director

Date: 8th November 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 At Advantage One Security Limited, we 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.*

We are fortunate enough to work with many different Customers, in a very many different Communities all around the UK and we certainly recognise and are grateful for the work these Service Personnel have done and not only the commitment they have given, but that of their Spouses, Partners, Family and Friends around them too.

As a Business, we are also fortunate enough to offer varying Job Roles all across the Country and we will always endeavour to actively promote our desire to support the Armed Forces Community, through Community reach-out programs and employment opportunities.

Using over two decades of strength of Service to the Business and Public Sector, we will also encourage our Customers and Service Partners, to not only do the same, but to support us and each other in our pursuit, whenever and wherever possible.

Section 2: Demonstrating our Commitment

2.1 Advantage One 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;*
- *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;*
- *striving to support the employment of Service spouses and partners;*
- *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;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

- *aiming to actively participate in Armed Forces Day;*
- *offering a discount to members of the Armed Forces Community;*
- *promoting our Working with the Armed Forces Policy and upholding its contents*

Securing our Customer's assets; protecting their people and their property, is at the heart of what we do in Advantage One Security. Our very high expectations from each of our Officers demand that we source, recruit and train those people who have a natural desire to protect.

We recognise the core capabilities of Service Personnel in being key skills of each of our Employees, through Managers, Trainers to the team of Professional Security Officers and as such, we are happy to uphold the principles of the Armed Forces Covenant by:

- Proudly publicising our commitment to our support of the Armed Forces, on Social Media and through our Company Website, through our Employees and our Customers too.
- Guaranteed Employment Interview for all ex Service personnel, or those preparing to leave, including a guarantee interview to Spouses and Partners.
- Guaranteed offer of a Meeting for any procurement opportunities to those small Companies, owned by ex-Service Personnel and wishing to supply required services,
- Working with career and employment Service Partners, to help reach those ex-service personnel, or those preparing to leave.
- Make every reasonable adjustment to help those who have been wounded or injured, back into work.
- Positively promote the recruitment of those experienced and motivated veterans and with a growing and dynamic Business; we are able to in some cases; design specific positions, appropriate to an individual's skills.
- Offer all ex-Service Personnel and serving Reservists, appropriate and necessary time away from work commitments, so that they can attend all required Training, Operations, Mobilisation, Deployment or any Service related commitments or responsibilities, including honouring those commitments deemed as a 'personal responsibility'.
- Actively promoting our support to all of our Employees, through varying mediums; inviting them to support us and promotions on events such as Armed Forces Day, Reserves or Armistice Day.
- Working with our Customers and our Service Partners, to positively help our Service Personnel, past and present, by assisting through offers of service provision wherever possible.
- Operate and manage a Fund, through an annual donation from Advantage One Security and on-going Business fund-raising exercises - designed to support our efforts in upholding our commitment to Service Personnel, their Community as a whole, and the dedication and assurances given in our Armed Forces Covenant Policy.
- Actively promote Employees suitable their ability to use their experience to support the Cadet Community, as helpers or instructors.

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.

We are proud of our excellent levels of service, made so; only by our team of excellent Security Officers, Supervisors, Training Officers and Managers. We are also proud of our Business ethics; our Armed Forces Covenant enforcing further: our commitment to 'being the best we can be'. We aim to promote our Aims and Objectives, our Business Ethics and our Covenant by:

- Using our Company Website to promote our commitment to supporting the Armed Forces Community, our projects and our guarantee to offer an interview to all Service people and their Spouses and Partners.
- Promoting our work and commitments, and our Armed Forces support projects, along with Celebratory Days, through all Business Social Media platforms.

- Training all Employees, through Company Induction, Employee Folders, containing our Handbook defining commitments made for Service Personnel, including Reservists and containing our Armed Forces Covenant Policy.
- Engaging with Employees, Customers, Service Partners and Communities to actively show support to either their commitment to the Armed Forces, or ours.
- Using our Business strength to reach-out to Armed Forces Communities, supported by our Armed Forces Covenant Fund.
- Actively promote and participate in organised events, with the object of promoting the Armed Forces to the wider public. Working with a service partner and our Customers where possible, we will participate in Armed Forces, Reservists and Remembrance Days, each year, including organised local community events.

We at Advantage One Security, are extremely proud of our Service Women and Men and even though we could never show our appreciation enough for all that they have given and all that they *will* give, we are committed to doing what we can and determined to find ways to 'give something back', to all those who have given for us.

James Haigh
Managing Director