



DIVERSITY PROJECT

ARMED FORCES COVENANT PLEDGE YOUR SUPPORT

The Veterans Workstream of the Diversity Project objectives are to engage the Savings and Investment Industry by facilitating opportunities to learn more about the Armed Forces and to understand the strengths those with military experience bring to our organisation. We aspire to function as a conduit for organisations to attract retired Military personnel to join our teams, where we are committed to supporting their development and progressing their careers. Additionally we want to increase awareness and engagement around the UK Armed Forces.

We would like to introduce you to the Armed Forces Covenant. This covenant means that organisations demonstrate and publically promise that those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, will face no disadvantage compared to other citizens in the provision of public and commercial services.

We really do believe that it's a win-win situation for both employers and their ex-military employees. We have witnessed the tangible benefits that ex-service personnel can bring - excellent leadership, exemplary teamwork, calm-under-pressure and a real can-do attitude sets them apart and we know that harnessing the strengths and transferable skills of these individuals ensures that we continue to foster a globally diverse and inclusive workforce to support our clients.

Any businesses or charitable organisations who wish to demonstrate their support for the Armed Forces community can sign the Covenant. Organisations can make a range of written and publicised promises to set out their support to members of the Armed Forces community who work in their business or access their products and services. The level of support will depend on the size and nature of the organisation, but typically includes policies that: encourage reserve service; support employment of veterans and service spouses/partners; give the Armed Forces community a fair deal on commercial products and services.

To date, more than 800 businesses and charities have signed an Armed Forces Covenant, and that number continues to grow. The Diversity Project's Veterans workstream would like to invite your organisation to sign this Covenant to show your appreciation and recognition of the value that Armed Forces personnel, reservists, veterans and military families bring to our businesses.

To those who proudly protect our nation, who do so with honour, courage, and commitment, the Armed Forces Covenant is the nation's commitment to you. It is a pledge that together we acknowledge and understand that those who serve or who have served in the armed forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives.

Snapshot of AFC:

The Military Covenant or Armed Forces Covenant is a term introduced in 2000 to refer to the mutual obligations between the nation and its Armed Forces.

According to The Guardian, "it is an informal understanding, rather than a legally enforceable deal, but it is nevertheless treated with great seriousness within the services".

It was coined in *Soldiering - The Military Covenant, UK: Ministry of Defence, April 2000*, and has now entered political discourse as a way of measuring whether the government and society at large have kept to their obligations to support members of the armed forces.



For more information or to pledge your support, please view:

<https://www.armedforcescovenant.gov.uk/>

If you have any questions, please don't hesitate to contact us at:

info@diversityproject.com.

