



Anschuetz UK Ltd

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Signed on behalf of:

Anschuetz UK Ltd

Signed:

A handwritten signature in blue ink, appearing to be "Glen Cheadle".

Name: Glen Cheadle

Position: Managing Director

Date: 12 September 2023



The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
His 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, **Anschuetz UK Ltd**, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant by:

- **Publishing our Covenant pledge on a dedicated page on our website;**
- **Sponsoring an annual prize; to the top Student on the Royal Navy's Fleet Navigating Officers' Course;**
- **Actively seeking to support the employment of veterans, both young and old, as well as engaging with the Career Transition Partnership to ensure employment opportunities are made available to veterans, including provision, where possible, for work opportunities to the Wounded, Injured and Sick;**
- **Providing ways in which remote-working solutions might benefit the mobile Armed Forces Community, especially partners and spouses;**
- **Supporting Armed Forces events and charities, such as Armed Forces Day/Week, Reserves Day, the Poppy Appeal and Remembrance activities and the Royal Navy and Royal Marines Charity;**
- **Appointing an Armed Forces Champion within your organisation to act as a focal point for organising and promoting support for the Armed Forces Community;**
- **Continuing to develop relationships and work collaboratively with other organisations supporting the Covenant and the Armed Forces Community in your locality/region;**
- **Establishing an internal Armed Forces Network within your organisation, to enable staff members with an Armed Forces connection to support one another and provide feedback to you as an organisation;**
- **Promoting our related work, activities and events on our own digital and social media channels.**

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 Armed Forces Community and our customers on how we are doing.