



## **REDBOND LIMITED**

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**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:

**REDBOND LIMITED**

Signed:

Position: Managing Director

Date: 18th January 2023

The Redbond logo, which consists of the word 'REDBOND' in a white, bold, sans-serif font. Behind the text is a dark teal square containing a faint, stylized graphic of several human figures in a circle, representing a community or network.

**REDBOND**

# 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. We, **Redbond**, 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 Redbond 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:

- **Promoting the fact we are an armed forces-friendly organisation and also a key recruitment message**
  - *We will publicise our Armed Forces Covenant logo on our website and signature blocks and actively inform our clients and business partners that we support the armed forces;*
  - *We will provide Employment support to members of the Armed Forces Community by seeking to support the employment of veterans young and old and by working with the Career Transition Partnership (CTP) and the officers Association (OA) in order to help establish tailored employment pathways for services leavers;*
  - *We will participate in selected Career Fairs for those leaving the Armed Forces;*
  - *We value and recognise military skills and qualifications when interviewing for positions;*
  - *We will offer guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert;*
  - *We will offer guaranteed interviews to spouses/[partners if they meet the selection criteria laid out in a job advert;*
  - *We will endeavour to work with other partnerships who have signed up to the Corporate Covenant and other key partners in supporting the employment of veterans ;*
  - *Engage with BuildForce and other transition charities to help service leavers resettlement and facilitate employment opportunities for veterans;*
  - *Support the employment of Service spouses and partners by signing up to the Forces Families Job Site;*

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.