



Acronyms Ltd

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 Acronyms Ltd

Signed:

A handwritten signature in black ink, appearing to be "DS", written on a light blue background.

Name: Dave Smith

Position: Managing Director & Founder of Acronyms Ltd

Date: 22/11/2019

Acronyms

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 Acronyms 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 Acronyms 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;*
 - *promoting the activities and events that we conduct alongside, or in aid of, the armed forces through our own marketing channels*
 - *working with the press to promote such activity*
 - *publishing our Covenant pledge to a dedicated section of our company website*
- *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;*
 - *advertising vacancies through the Career Transition Partnership as well as advertising within the Armed Forces Community, to ensure there are employment opportunities made available to veterans*
 - *welcoming applications from veterans who meet the criteria of job specifications*
- *striving to support the employment of service spouses and partners;*
 - *working with and advertising vacancies on Forces Families Jobs and Recruit for Spouses, as well as advertising within in the Armed Forces Community*

- *welcoming applications from spouses/partners who meet the criteria of job specifications*
- *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 and accommodating their training and deployment where possible*
- *aiming to actively participate in Armed Forces Day;*
 - *promoting through the web, social media, member and other networks the events and importance surrounding Armed Forces Day*
 - *encouraging employees to attend and take part in Armed Forces Day where possible*
- *providing veterans with career guidance and advice;*
 - *providing veterans with knowledge about the IT industry and the opportunities for employment within the industry*
 - *recommending pathways forward that will allow veterans to break into the industry or advance further within it*
 - *reviewing CVs, cover letters and suggesting relevant educational courses for veterans*
- *supporting and encouraging the rehabilitation of veterans through the participation of sport.*

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.