



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

### **The rpc Group of Companies**

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 : **The rpc Group of Companies**

Signed: \_\_\_\_\_

Name: David Beck

Position Held: Managing Director

Date: 25<sup>th</sup> August 2014



**Ministry  
of Defence**

# **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 Corporate Covenant**

1.1 We **The rpc Group of Companies** 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 **The rpc Group of Companies** 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; we will publicise our Corporate Covenant Commitments on our website and will display the Corporate Covenant logo.*
- *seeking to support the employment of veterans of all ages; we will offer them job search and career advice; we will also offer them professional advice and support them throughout the recruitment process with the aim of securing them employment as a “Second Career” and to keep them in employment throughout their working lives.*
- *we will focus our recruiting effort on the Armed Forces community and will advertise our vacancies through “ Service Friendly “ job boards and job boards run by the various regiments of the Armed Forces.*
- *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 and encouraging employees to volunteer and raise funds for Armed Forces Charities.*
- *we will follow Armed Forces Day on Facebook and Twitter, post messages of support on social media sites and link to the Armed Forces Day website.*
- *instead of sending out Christmas Cards we shall make a donation to Help for Heroes each year equal to or greater than the costs we would have incurred by purchasing Christmas Cards and Postage.*
- *we believe the skills and experience that ex-military personnel can offer can have a positive effect in the workplace and it is our mission to provide these men and women with the best and most appropriate career opportunities within businesses in the UK and Worldwide.*

2.2 We will publicise these commitments through our literature and 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.