



ECON ENGINEERING 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:

Econ Engineering

Name: Beverley Shepherd

Position: Finance & HR Director

Date: 24 March 2020

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 Econ Engineering Ltd 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 Econ Engineering Ltd 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.
- By placing the logo on our website and displaying the logo or a poster in our reception area.
- 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.
- Offering guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert.
- Recognise military skills and qualifications when interviewing for new positions.
- Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.
- Accommodate your reservists' training commitments wherever possible.
- Accommodate mobilisation of your reservists if they are required to deploy.
- Encourage any reservists in your business to participate in Reserves Day.
- Offering support to our local cadet units, either in our local community or in local schools, where possible.
- By inviting cadets into our business to see what careers are available within industry.
- Make company facilities and premises available for the use of the cadets.
- Aiming to actively participate in Armed Forces Day.
- Follow Armed Forces Day on Facebook or Twitter, post messages of support on social media sites and link to the Armed Forces Day website.

2.2 We will publicise these commitments through our website, setting out how we will seek to honour them and inviting feedback from our customers on how we are doing.