



Steller Systems 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:

Steller Systems Ltd.

Signed: _____

Name: _____

Robert Skarda

Position: _____

Managing Director

Date: _____

6th February 2018



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 Steller Systems 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 Steller Systems 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 publicising our Armed Forces Covenant (including use of the logo) on our website, social media channels, publications and recruitment materials;*
- *recognising the benefit of military skills and qualifications when assessing candidates and when interviewing for new positions;*
- *offer guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert;*
- *seeking to support our employees who choose to be members of the Reserve forces;*
- *accommodating our reservists' training commitments wherever possible, including by offering unpaid leave for annual training camps;*
- *Accommodating the mobilisation of reservists if they are required to deploy, by granting unpaid leave;*
- *striving to support the employment of Service spouses and partners;*

- *looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the person has leave to spend time with their family, and accommodating such requests wherever possible;*
- *considering whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.*

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. We will display the Armed Forces Covenant logo on our recruitment material, as appropriate, to show that members of the Armed Forces community are welcome applicants.