ARMED FORCES
COVENANT

Clear Star

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:

Clear Star

Signed:

Name: Jon Malcolm

Position: Director

Date: 24th November 2023

CLEAR STAR

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

1.1 We, **Clear Star**, 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 We 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:

- **Representation:** ensuring there is always a veteran on the company board.
- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces and veteran friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- **Employment support to members of the Armed Forces Community:** supporting the employment of veterans; recognising the military mindset is ideally suited to our approach and providing an community and free, open source material for service leavers to adapt this mindset to the civilian workplace; supporting the employment of Service spouses and partners; and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional paid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists.
- **Communications, engagement and outreach:** through all our channels – website, LinkedIn and our networks, but specifically through the provision and sponsorship of an open source community (https://yokoten.net) for engaging with serving personnel and service leavers, and supporting them in their CPD and transition.
- **Education:** Pro-bono training, coaching and mentoring to members of the armed forces community.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal and Remembrance activities.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist.

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 Armed Forces Community and our customers on how we are doing.