



Vistry Group

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.

Vistry Group

Signed:

Signed on behalf of:


Position: CEO

Date: 5th October 2021

The Ministry of Defence

Signed:



Position: Commandant of the Royal School of Military Engineering Group

Date: 5th October 2021

Vistry Group



**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 Covenant

1.1 We **Vistry Group** 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 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public; using the Armed Forces Covenant logo on relevant marketing materials, and actively advocating the Armed Forces Covenant to our supply chain.
- **Serving Personnel:** offering work based attachments to support professional development focused on construction.
- **Veterans:** supporting the employment of veterans including the Wounded, Injured and Sick (WIS), recognising military skills and qualifications in our recruitment and selection process;
 - working with the Career Transition Partnership (CTP) and Salute My Job to support the employment of Service leavers.
 - members of the BuildForce Alliance
 - offering work placements and mentoring for service leavers transitioning to civilian life; targeting service leavers to join our apprentice site management programme;
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners by offering flexible employment and career opportunities; partnering with the Forces Families Jobs Forum; offering support 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 10 days of paid leave for annual Reserve Forces training and considering further leave on an unpaid basis; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations; actively encouraging members of staff to become volunteer leaders in cadet organisations; recognising the benefits of employing cadets/ex-cadets within the workforce.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist.

- **Commercial Support:** offering a discount on our homes to serving members of the Armed Forces.
- **Advocacy:** sharing best practice with other employers and being advocates for the ERS by offering support to organisations seeking to demonstrate their commitment to the Armed Forces family.

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.