



## Quadrature

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:

Quadrature

Ministry of Defence

Simon Randall

Lt Col (Retd) Stephen Whytock MBE

Director

SO1 G6, RMA Sandhurst

31<sup>st</sup> January 2023

31 January 2023



Ministry  
of Defence

# 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 **Quadratek** 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 Quadratek recognises the value that serving personnel, reservists, veterans, cadet force adult volunteers 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**
  - Uphold we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public by retaining our ARC Employer Recognition scheme award
  - Proudly display the Corporate Covenant logo and Employer Recognition Scheme award logo on our website [www.quadratek.net](http://www.quadratek.net), in our documentation & marketing material, recruitment campaigns and our social media platforms
- **Veterans**
  - Continue to support the employment of veterans young and old to promote the benefits of employing veterans on a national and regional basis, recognising military skills and qualifications in our recruitment and selection process, and offering support to veterans in employment who may face challenges due to health or ability
  - Continue to work with Careers Transition Partnership advertising employment opportunities to support the employment of Service leavers
- **Service Spouses & Partners**
  - Continue to support the employment of Service spouses and partners; working with forces family job forums and our armed forces friendly sister recruitment company, Q People Ltd, welcoming applications from spouses/partners if they meet the selection criteria laid out in the job advert
  - Endeavour to provide 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 10 days additional paid leave for annual Reserve Forces training
  - 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, granting additional leave to attend annual training camps and courses
  - Granting uncapped additional unpaid leave
  - Actively encouraging members of staff to become volunteer leaders in cadet organisations
  - We will sponsor our local aid cadet force events and activities
  - 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
  - Marking these days via our social media platforms and encourage Reservists to proudly wear their uniform to work and veterans to proudly wear/display their medals and service tie
- **Armed Forces Charities**
  - Supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist
- **Commercial Support**
  - Offering a discount to members of the Armed Forces community
- **Health and Wellbeing**
  - We will ensure all employees are working within an inclusive environment, free from discrimination and harassment, where everyone is equally respected, fairly treated and supported
  - Workplace adjustments are made accordingly based on physical abilities and H&S assessments

2.2 We will publicise these commitments through our literature, internal communications our website, and social media platforms, setting out how we will seek to honour them and inviting feedback from the Service community, our staff, and our customers on how we are doing.