



TES 2000 Limited

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:

TES 2000 Limited

Signed:

A handwritten signature in black ink that reads "Tony Evans".

Name:

Tony Evans

Position:

CEO

Date:

5/11/17

The logo for TES, consisting of the letters "T", "E", and "S" in a bold, orange, sans-serif font. The "E" is stylized with a horizontal bar through its middle.

Creating safe railway working environments

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 TES 2000 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 TES 2000 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 TES 2000 are an armed forces-friendly organisation;***
 - *TES 2000 are a family run business with our Head Office in Colchester, we have a with a long and proud history of supporting the Armed Forces in our home town of Colchester which is home to the largest garrison of military personnel in the UK*
 - *We will publicise our Armed Forces Covenant commitments on our website and we will display the Armed Forces Covenant logo*
 - *We will offer a guaranteed interview to any service leaver or member of the Reserve Forces who applies for an advertised role within TES 2000 who meet the selection criteria in the job specification*
- ***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;***
 - *TES 200 recognise the benefits service leavers bring to an organisation, when recruiting for new positions within our business we will actively engage with the Career Transitional*

Partnership (CTP) in assisting our Armed Forces with their transition into civilian life by providing a structured pathway for successful candidates

- ***striving to support the employment of Service spouses and partners;***
 - *TES 2000 work closely with our colleagues in the Garrison to support service leavers, their spouses and military charities which includes the provision of industry specific training to support their transition from military service*
- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - *The senior and local managers within TES 2000 will, wherever possible, prioritise a spouse's holiday around a partners deployment.*
- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
 - *We have several staff that are active Reservists and are keen to support any military training requirements as we can see the benefit the external training adds to our own business.*
- ***offering support to our local cadet units, either in our local community or in local schools, where possible;***
 - *TES 2000 will work in conjunction with our clients and supply chain partners to support visits from local cadet units wherever possible.*
- ***aiming to actively participate in Armed Forces Day;***
 - *TES 2000 will promote, at each of our sites, Armed Forces Day and actively support our members of staff and family members who wish to participate with their veteran's association, cadet force or other recognised military organisation*

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.