



**Corporate
Covenant**

The Armed Forces Corporate Covenant

**HEINRICH DEREK LTD
T/A HUNTER MACLEAN & AUSTERBY WHITE**

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 Heinrich Derek Ltd

Signed:

Name: Peter Heinrich Heffron

Position Held: Managing Director

Date: 24 March 2015

HunterMaclean
A Heinrich Derek Company

**AUSTERBY
WHITE**
A Heinrich Derek Company



**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 Corporate Covenant

1.1 We Heinrich Derek 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 Heinrich Derek 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:*

We will through our own organisation, website and other communication methods promote our armed forces friendly policy.

- *seeking to support the employment of veterans young and old;*

As a professional recruitment organisation, Heinrich Derek Ltd. operates on behalf of its clients as an Equal Opportunities advisor and as such, our selection processes 100% embraces the employment of candidates of any age.

We actively network with key organisations within our Armed Forces, offering free career advice and guidance to anyone requesting it, including cv writing, interview preparation and any general information requested.

We actively promote the skills, qualities and abilities of ex-military personnel to our clients and will actively go out of our way to advise our clients on individuals careers and achievement whilst serving in our Armed Forces, especially where our client's knowledge of the military may also be limited.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

Heinrich Derek Ltd. actively supports any employee of our clients, or any interim contractor delivering for a client on behalf of us, who are members of the Reserve Forces in line with the prevailing legislation regarding deployment. In addition we will offer our personal support to that member's family as required.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*

Heinrich Derek Ltd. will continue to support this and other military charity events and play our part in raising support and awareness of our Armed Forces personnel.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses, partners and directly affected members of family (such as parents) before, during and after a partner's deployment;*

Heinrich Derek Ltd.'s people have a long and personal connection with our Armed Forces, spanning over 40 years to the current day. As such, we recognise the commitment and personal sacrifice given by the loved ones of those currently serving. As such, when our support is required, we will always look to provide it without question.

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.