ARMED FORCES
COVENANT

Woody's Lodge

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:

Woody's Lodge

Signed: _____

Position: CEO

Date: 05TH January 2021

WOODY'S LODGE
SEA . AIR . LAND

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 Woody's Lodge 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 Woody's Lodge 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, using social media, web-site, leaflets, quarterly newsletters and Annual Reports.*
- *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; We currently employ 10 veterans out of 11 staff members and always actively looking to employ veterans where possible.*
- *striving to support the employment of Service spouses and partners; Partners and spouses play a huge roll at Woody's Lodge due to being volunteers and our monthly (Partner and Children Lunches – P.A.C. Lunch)*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; We would always accommodate flexibility to Spouses and partners during and after deployment.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Woody's Lodge will always*

be accommodating to the training of members of the Reserve forces. We work closely with local reserve unit HMS Cambria.

- *offering support to our local cadet units, either in our local community or in local schools, where possible; We offer activities to local Cadet Forces within our communities and encourage them to engage with our veterans.*
- *aiming to actively participate in Armed Forces Day; Woody's Lodge has always engaged with Armed Forces Day locally in North Wales and South Wales since we formed in 2017. Woody's Lodge sees Armed Forces Day as a great way to promote and engage with Veterans, Armed Forces personnel and their families. Woody's Lodge has invites to 9 Remembrance Day parades including, RM Poole, Cardiff City Council, Conwy Council and all local war memorials, where we participate with our veterans and are encouraged to lay wreaths.*

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.