



Vercity

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Vercity

Signed:

A handwritten signature in black ink, appearing to read "R Hoare".

Name: Richard Hoare

Position: CEO

Date: 14 November 2025

The Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to read "Tom Copping-Symes".

Name: Lieutenant General Sir Tom Copping-Symes KCB CBE

Position: Deputy Commander Cyber & Specialist Operations Command

Date: 14 November 2025

The Vercity logo, consisting of the word "Vercity" in a bold, sans-serif font with a small orange dot above the letter 'i'.



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 We, **Vercity**, will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the 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.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) and Buildforce to support the employment of Service leavers.
- **Service Spouses & Partners & Dependents:** striving to support the employment of Service spouses and partners. Partnering with the Forces Families Jobs Forum; and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Engagement:** Vercity will appoint an Armed Forces Champion within your organisation to act as a focal point for organising and promoting support for the Armed Forces Community, including establishing our veteran network, and will work with relevant charities to offer work opportunities to the Wounded, Injured and Sick.
- **Reserve Forces:** seeking to support our employees who choose to be members of the Reserve forces, in providing flexibility in the workplace which may include additional unpaid leave for annual Reserve Forces training at the company's discretion; 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 at the company's discretion to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations.
- **Relationships:** develop relationships and work collaboratively with other organisations supporting the Covenant and the Armed Forces Community in our areas of operation.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.

- **Armed Forces Charities:** supporting Armed Forces charities, such as SSAFA and Combat2Coffee, with fundraising and supporting staff who volunteer to assist utilising their charity volunteering days.

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 Armed Forces Community and our customers on how we are doing.