

## Introduction

Red7Marine is committed to supporting the Armed Forces Community, and by signing the Armed Forces Covenant we pledge to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution and sacrifices that serving personnel (both regular and reservists), Veterans and military families have made for the security of our country.

Red7Marine are a forces friendly employer with several Veterans currently employed by us, and as such we will support the Armed Forces Community and honour our pledge to the Armed Forces Covenant with the following measures. We have personnel that regularly engage with the armed forces community, youth groups and organisations in support of our commitment to the armed forces covenant.

## Reserves (Territorial and Recall Reserves)

In recognition of the level of commitment to service by territorial reservists - We offer an additional 10 days paid leave\* to territorial reservist employees for official military annual training and battle camps only.

*\*Salaried full-time staff position employees only.*

*\*\*If the reservist employee receives payment/bounty from the MOD, the Company will pay the reservist the shortfall in salary (if any) for their normal working days.*

*\*\*If the payment to the reservist by the MOD is equal to/or higher than their salary, then the extra 10 days shall be classed as extra unpaid leave.*

*\*This will ensure that no employee of Red7Marine who is a territorial reservist will be financially worse off for volunteering to serve.*

Recall reservists - should they be called upon to serve their country in the event of a national emergency shall be supported by the Company by way of their jobs being retained for them until they return from Recall Reserve Service.

All reservists and their spouses/partners shall be supported with flexibility when required in the event of compulsory deployments on military operations and campaigns (so far as reasonably practicable).

The following legislation applies to territorial and recall reserves:

- The Reserve Forces Act 1996, which enables reservists to be mobilised for full-time service.
- The Reserve Forces (Safeguard of Employment) Act 1985 which provides protection of employment for reservists.

## Army Cadet Force Adult Volunteers

In recognition of the level of commitment to training the next military generation by cadet adult volunteers - we offer an additional 5 days paid leave\*\* to cadet force adult volunteer employees for official cadet force annual training and camps only.

In addition to these 5 days extra paid leave, a further 5 days extra unpaid leave can be used if required for official Cadet Force business.

*\*\*Salaried full-time staff position employees only.*

*\*\*If the cadet adult instructor receives payment by MOD, the Company will pay the employee the shortfall in salary (if any) for their normal working days.*

*\*\*If the payment to the cadet adult instructor by the MOD is equal to/or higher than their salary, then the extra 5 days shall be classed as extra unpaid leave.*

## Veterans

We will continue actively engage CTP (career transition partnership) and Veteran agencies or organisations such as Building Heroes to present our company to veterans and service leavers during their transition phase and beyond. This is in the hope that suitable candidates will come and join our company for their second career. All ex-military candidates that display an interest in joining us at or following our presentations shall be guaranteed an initial interview to ascertain their suitability.

All ex-military employees shall be allocated a Veteran mentor in the early days of their employment with Red7Marine, until they have settled into the Company. Beyond this time mentoring will still be available from peers within the Company.

We will support our Veterans and the wider family, and actively engage with Service Leavers to try and employ Veterans because we value their transferable skills, diversity, work ethics and moral code.

## Royal British Legion Volunteers and Acts of Remembrance

We understand that Veterans and reservists may be involved with their local Royal British Legion branch, and as such may be involved with acts of remembrance throughout the year. For these occasions where they are on working days, the Company will be flexible in allowing local attendance by RBL volunteer, reservist and veteran employees, thus promoting further Red7Marine's engagement with and support to the Armed Forces Community.

## Serving Military Spouses and Partners

For employees that have partners or spouses serving within the Armed Forces, we shall support these employees by being flexible with regards to booking their annual leave entitlement days (so far as reasonably practicable) to enable them to spend valuable time with their spouses/partners prior to/after operational deployments and on R&R periods. we acknowledge that their spouses/partners could deploy on operations with little or no notice, and we appreciate the importance of family time during these circumstances.

## Advocacy

Red7Marine will advocate the signing of the Armed Forces Covenant to its supply chain, clients, employees and interested parties with the aim of gaining further support for the Covenant. This will be done via social media, our website, emails, electronic forums, notice boards and by word of mouth.

A handwritten signature in black ink, appearing to read 'Kristen Branford', with a long horizontal flourish at the end.

Kristen Branford  
Managing Director

Date: 20231208  
(to be reviewed within 12 months of date signed)