

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 a number of 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.

Reserves (Territorial and Recall Reserves)

We offer an additional 5 days unpaid leave to Reservist employees (where they will be paid by the MOD for their time) or 5 days paid leave (if they do not receive payment from the MOD for their time).

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

Reservists and their spouses/partners shall be supported when required in the event of compulsory deployments on military operations and campaigns.

Army Cadet Force Adult Volunteers

We offer an additional 5 days paid leave to Cadet Force Adult Volunteer Employees (if they do not receive payment from the MOD for their time for official Cadet Force business) or 5 days unpaid leave (where they will be paid by the MOD for their time).

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

Veterans

We will continue actively engage CTP (career transition partnership) organisations such as Building Heroes to present our company to veterans and service leavers during their transition phase in the hope that they 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.

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 also 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.



Kristen Branford
Managing Director

Date: 2/2/21

(to be reviewed within 12 months of date signed)