



Lawton Communications Group Limited

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.

Signed on behalf of:

Lawton Communications Group Limited

Signed:

Name: Katie Whittam-Hayes

Position: Group HR Director

Date: 17th February 2025

LAWTON
COMMUNICATIONS GROUP

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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, **Lawton Communications Group Limited**, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *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:

- **Employment support to members of the Armed Forces Community:**
- **Any additional commitment the organisation wishes to make.**

2.2 We will publicise these commitments through our literature and 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.

2.3 We will support reservists by offering them additional days of leave in order to carry out their duties.

2.4 We will support reservists who are called up for active service by keeping their role open for them while they're carrying out their duties. If it is not reasonable and practicable to reinstate into former employment, we will offer the most favourable alternative on the most favourable terms and conditions which are reasonable and practicable.

2.5 We will offer a guaranteed interview scheme to veterans seeking employment, who meet the minimum standard requirements for the role.

2.6 We will support the employment of service spouses, partners and dependants by offering short notice leave to those whose relations are sent on deployment.

2.7 We will promote employment schemes aimed at the Armed Forces Community and share knowledge about these schemes with our clients where possible.