



Kinaxia Logistics Ltd

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:

Kinaxia Logistics Limited

Signed:

A handwritten signature in black ink, appearing to read "D Blackwell".

Name: Debbie Blackwell

Position: People Services Director

Date: 13th August 2023



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, **Kinaxia Logistics**, 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 Kinaxia Logistics 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:

- Publicise Armed Forces Covenant commitments through our website and social media platforms. Display posters throughout our group businesses on notice boards at site.
- Display the Armed Forces Covenant logo on our website and look at armed forces covenant badge added to company literature to show that members of the Armed Forces community are welcome.
- Creating Armed Forces Community Groups and networks within the Kinaxia organisation.
- Celebrating Armed Forces Day as a business.

Employment support to members of the Armed Forces Community:

- Work with the Career Transition Partnership (www.ctp.org.uk) and work closely with all armed forces charities like veterans into logistics and the BFRS to employ ex forces and veterans back into work.
- By offering guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in our job adverts.
- By supporting the employment, where appropriate, of wounded, injured or sick veterans.
- Recognising military skills and qualifications when interviewing for new positions.
- By holding briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities for employment in your business.

Communications, engagement and outreach:

- We will appoint several armed forces champions to act as a focal point for organising and promoting support.

Health

- Offer via our benefits package an employee assistance program for mental health
- Offer a cycle to work scheme, discounted gym memberships for health and wellbeing.

Education:

- Support with English and Maths
- Online learning platforms
- Provide Opportunity to carry out apprenticeships to gain qualifications.

Civic responsibilities:

- Supporting employees to volunteer and raise funds for Armed Forces charities as part of our Corporate Social Responsibility employee engagement commitment.
- Supporting a co-ordinated nationwide poppy appeal collection in November to raise funds for the Royal British Legion.

Any additional commitment the organisation wishes to make.

- Encourage partner organisations / suppliers to join the Corporate Covenant scheme.
- Promoting the fact that we are an Armed Forces friendly organisation by publishing our covenant in our depots, branches and offices and relevant external communication channels.

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.