



APS 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:

APS Group Limited

Signed:

A handwritten signature in blue ink, appearing to be 'Nick Snelson', written over a light blue horizontal line.

Name: Nick Snelson

Position: Group MD

Date: 09/03/2026



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, **APS 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

- Supporting **Reservists** by offering unpaid leave for training and carrying out their duties.
- Offering work placements, insight days and guaranteed interview schemes to **Veterans** seeking employment.
- Offering additional unpaid leave to **Cadet Force Adult Volunteers** to help them carry out their training requirements.
- Offering insight days to older **Cadets** looking for apprenticeships and further education opportunities.

Communications, engagement and outreach

- Supporting and promoting **Armed Forces events**, such as Armed Forces Day/Week, Reserves Day, the Poppy Appeal and Remembrance activities.
- Using the **Covenant logo** in our communications and marketing.
- Creating a dedicated Armed Forces piece in our annual Corporate Social Responsibility report and promote within our **website**.
- **Signposting** members of the Armed Forces Community to available support, for example from [Cobseo](#), the [Veterans' Gateway](#) or statutory services in our area.

Education

- Promoting **training opportunities** for Service leavers, ex-Service personnel and their families within our learning and development framework and through our recruitment partners.

Our Civic responsibilities

- Organising, facilitating, promoting and/or taking part in **remembrance and other ceremonial activities**.

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.