



Rocky Road Resilience Ltd

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

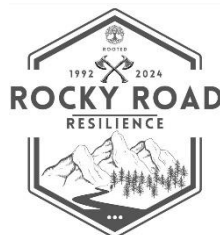
Rocky Road Resilience

Signed: *Alena Astapava*

Name: Alena Astapava

Position: Financial Director

Date: 15/02/2024



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 **Rocky Road Resilience** will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public. As a company, we believe in the importance and valour of the Armed Forces, and therefore actively promote ourselves as Armed Forces-friendly amongst all stakeholders. We ensure our member shareholders, staff, customers, suppliers, contractors and wider public are aware of our unwavering support for the Armed Forces and their invaluable contributions to society. This is helped by the commitment made to support an [annual expedition](#) of our members whom have previously served and will reflect their resilience as veterans of the Armed Forces. Through various marketing communications strategies, we showcase our commitment to the Armed Forces, highlighting our recognition and appreciation for their service and sacrifice.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers; By promoting ourselves as Armed Forces-friendly, we aim to foster a strong sense of patriotism and respect within our organisation and community, while also setting a positive example for others to follow. Our commitment to promoting the Armed Forces reflects our core values of honour, integrity, and unity, reinforcing our reputation as a responsible and conscientious organisation.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#); and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment. We believe that by offering support and understanding, we can help alleviate the stress and uncertainty often experienced by military families and fill the gap through employment needs.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional paid/unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists. The nature of our organisation fosters support and inclusivity which appreciates the further dedication and sacrifices of our Reserve Forces members. Our commitment to supporting our employees who serve in the Reserve Forces is rooted in our values of duty and resilience.
- **Armed Forces Charities and National Events:** supporting Armed Forces Day, Poppy Appeal Day and Remembrance activities along with, support for Armed Forces charities is something we are already encouraging through the individual fundraising goals of our veteran members who attend the annual expedition. We are also looking to support one or two veterans selected by the charity to assist and attend the annual expedition.

- **Commercial Support:** offering a discount to members of the Armed Forces community; as a training company we have several avenues for veterans to be supported with career advice and academic progression which is designed to support opportunities for individuals. These courses are either discounted or linked eventually to Enhanced Learning Credits through [ELCAS](#).
- **Health Wellbeing, and Education:** supporting the needs of our current employed veterans and the family through company perks and opportunities; current members and employees are benefiting from private health care and life insurance along with flexible working and personal development. We encourage fitness and healthy living through our member veteran who acts as a life coach for [OAX Life Coaching](#).

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 Service community and our customers on how we are doing. [Amend as appropriate]