



Second Front Systems 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:

Second Front Systems Limited

Signed:

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Tyler Sweatt
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Name:

Tyler Sweatt

Position:

Chief Executive Officer

Date:

3 October 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, Second Front Systems Limited, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *No member of the Armed Forces Community should face disadvantages arising from their service in the provision of public and commercial services compared to any other citizen.*
- *In some circumstances special provision may be appropriate, especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 Second Front Systems Limited recognises the value that Service personnel, reservists, veterans, and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant by:

- *We will promote the fact we are an Armed Forces-friendly organisation, to our staff, customers, contractors and wider public.*
- *We will promote our work, activities and events through our own digital & social media channels as well as through press releases.*
- *We will publicise our Armed Forces Covenant commitments on our website.*
- *We value and recognise military skills and qualifications when interviewing for positions and will support the employment of veterans young and old.*
- *Where practical, we will invite to interview all veteran applicants who meet the selection criteria in a job specification.*
- *We will support individuals who are transitioning out of the military with secondment opportunities as to gain commercial work experience in industry.*
- *We will engage with the Career Transition Partnership to support as far as is practicable, employment opportunities for wounded, injured or sick veterans.*
- *We will promote membership of the Reserve forces within general recruitment activity.*
- *We will enable and support our employees who are serving reservists by providing up to 10 days per year of special paid leave to maintain training commitments.*
- *As a remote-working company, we will endeavour to promote and provide employment opportunities for Service spouses and partners.*
- *We will endeavour to offer flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- *We will encourage and support Armed Forces charities with fundraising and support staff who volunteer to assist.*

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.