



Insight Direct (UK) 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:
Insight Direct (UK) Ltd

Signed: 
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Name: Darren Hedley
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Position: UK Managing Director
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Date: 23rd November 2021
.....

Insight 

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom

Her 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 **Insight Direct (UK) Ltd** 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.

- We will proudly promote and publish that we have signed the Armed Forces covenant through our relevant media channels, promotional marketing material, website, through recruitment campaigns and internally through our intranet.
- We will also explore the appetite in creating a dedicated Armed Forces, reservists and cadets Teammate Resource group (in addition to our other 4 TRG's) in which teammates can provide education to the organisation as well as being a providing a supportive environment for members. A Veterans TRG already exists within our North America region so exploring the need for the same within the UK compliments the already in place support by widening the scope to our teammates.

Service Spouses & Partners: Provide flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.

- Insight already has in place through its value system of Hunger, Heart and Harmony a teammate first approach. Our approach to Agile working and benefit of purchasing annual leave provides a route to working flexibility of arranging time off with all teammates where needed. This means that we work with teammates on how we can support them in any circumstances so providing we will always try and work with teammates when booking leave or flexibility of working hours.
- As a consequence of signing the Armed Forces Covenant we have formalised our commitment to granting leave for Service spouses and partners within our leave of absence policy.

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.

- Insight recognised a number of years ago the need to support teammates who are reservists by putting in place provisions within our Leave of Absence policy that detail guidance and support around requesting leave for any mobilisations and deployments. We also pride ourselves on our Hybrid guidelines which offers flexibility on working hours to all teammates which is also applied to Reservists.

Celebrating National Events: supporting Armed Forces Day.

- We will be honoured to celebrate Armed Forces Day through sharing Insights commitments, engaging with relevant teammates (or Veterans Teammate Resource group) in creating educational material, sharing personal stories etc internally to all our teammates and externally in appropriate media routes.

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.

Commitments Review

Insight will review regularly that our commitments are being upheld as well as refreshing to understand if we are able to increase our support in other areas of the covenant.