



Efficio

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:

Efficio

Signed:

A handwritten signature in blue ink, appearing to read "T. Munyard".

Name: Toby Munyard

Position: Chief Commercial Officer

Date: 07/05/2026



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, **Efficio**, 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 support to members of the Armed Forces Community:**
 - Support Reservists by offering them 5 additional days of paid annual leave in order to carry out their duties.
 - Offer work placements, insight days, and informal support to veterans seeking employment.
 - Offer 5 additional paid days of annual leave to Cadet Force Adult Volunteers to help them carry out their training requirement.
 - Support the employment of Service spouses, partners and dependants by offering targeted welfare support if required.
 - Accommodate leave requests from Service spouses, partners and dependants in line with Rest and Recuperation and Post-Operational leave periods.
 - Wherever possible, allow flexible and home working options for employees to benefit the mobile Armed Forces Community, especially spouses, partners and dependants.
- **Communications, engagement and outreach:**
 - Establish an internal Armed Forces Network within Efficio, to enable staff members with an Armed Forces connection to meet and support one another and provide feedback to Efficio as an organisation.
 - Run, facilitate or promote support networks (such as coffee mornings) for veterans and other members of the Armed Forces Community.

- **Health:**
 - Offer reduced cost access to sports facilities and classes for members of the Armed Forces Community via a subsidised Class Pass benefit.
 - Ensure private healthcare for members of the Armed Forces community, their spouses and immediate family including mental health provisions.
- **Civic responsibilities:**
 - Facilitate and support remembrance and other ceremonial activities by selling poppies within the building

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 as an organisation.