



## **Atamis Ltd**

---

**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:

**Atamis Ltd**

Signed:

A handwritten signature in black ink, appearing to be "P. Musgrave", written over a horizontal line.

Name: Phil Musgrave

Position: CEO

Date: 16<sup>th</sup> May 2025



# **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, **Atamis Ltd**, 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:

- **supporting Reservists by offering them additional days of annual leave (paid/unpaid) in order to carry out their duties**
- **offering work placements to Veterans seeking employment**
- **supporting the employment of Service spouses, partners and dependants, by offering short/notice leave to those whose partners are sent on deployment**
- **offering additional (paid/unpaid) annual leave to Cadet Force Adult Volunteers to help them carry out their training requirement**
- **considering ways in which remote-working solutions might benefit the mobile Armed Forces Community, especially partners and spouses**
- **promoting the Armed Forces Covenant, the [Defence Employer Recognition Scheme](#) and Atamis' support for the Armed Forces Community to our employees, clients, supply chains and the wider public**
- **supporting/ promoting Armed Forces events, such as Armed Forces Day/ Week, Reserves Day, the Poppy Appeal and Remembrance activities**
- **using the Covenant and Employer Recognition Scheme logos in our sales & marketing materials**
- **creating a section on our website detailing our commitments to supporting veterans and reserve volunteers**
- **engaging with and supporting local Armed Forces charities, for example by supporting their fundraising activities.**

2.2 We will publicise these commitments on our website and via social media channels, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community and our clients on how we are doing.