



Alfred Bagnall and Sons 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:

Alfred Bagnall and Sons Limited

Signed: 

Name: **Stephen Bagnall**

Position: **Group Managing Director**

Date: **11/11/2025**



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, **Alfred Bagnall and Sons Limited, and all its subsidiary companies (Bagnalls)**, 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 Bagnalls recognises 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:

- **Promoting the Armed Forces:**

Bagnalls will promote that we are an Armed Forces-friendly organisation and employer.

- **Employment support to members of the Armed Forces Community:**

We will work with the Career Transition Partnership (CTP) to support the employment of veterans, in order to establish a tailored employment pathway for Service personnel and veterans.

We strive to support the families of Service personnel during and after their family member's deployment.

We support applications from members of the Reserve forces by seeking to accommodate training and deployment where possible.

- **Communications, engagement and outreach:**

We aim to actively support, promote and participate in Armed Forces Day, Reserves Day, the Poppy Appeal and Remembrance activities.

We will use our procurement procedure and social media channels to promote the Armed Forces Covenant to staff, suppliers, customers and the wider public.

We commit to supporting our colleagues in any fundraising efforts for Armed Forces charities.

- **Health:**

We strive to offer flexibility and support to Service veterans suffering with injuries to get them back into employment by working with the Career Transition Partnership and relevant charities.

- **Education:**

We will work with cadet units in our local communities to offer careers information, guidance and support, including work experience opportunities where possible.

- **Civic responsibilities:**

We commit, through our social value programme, Community Paintbrush, to support current and ex-Service personnel in community engagement projects, such as the redecoration of Service memorials.

2.2 We will publicise these commitments through our social media channels and 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.