



## Safe Location Services Ltd

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**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:

**Safe Location Services Ltd**

Signed:

A handwritten signature in black ink, appearing to read "K. Oldfield".

Name: Kieran John James Oldfield

Position: Operations Manager

Date: 01 August 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, **Safe Location Services 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:

- **Promoting the Armed Forces:**
  - Promote our Armed Forces Covenant commitment to clients and partners to encourage wider commercial support across our industry.
- **Employment support to members of the Armed Forces Community:**
  - Support Reservists by offering them additional days of annual leave (unpaid) in order to carry out their duties.
  - Offer additional (unpaid) annual leave to Cadet Force Adult Volunteers to help them carry out their training requirement.
  - Offer insight days to older Cadets looking for apprenticeships and further education opportunities.
  - Consider ways in which remote-working solutions might benefit the mobile Armed Forces Community, especially partners and spouses.
- **Communications, engagement and outreach:**
  - Provide and/or promote training, such as e-learning, for your staff on the Armed Forces Community.
  - Create a dedicated Armed Forces page on your website.
  - Appoint an Armed Forces Champion within your organisation to act as a focal point for organising and promoting support for the Armed Forces Community.
  - Develop relationships and work collaboratively with other organisations supporting the Covenant and the Armed Forces Community in your locality/region.
  - Engage with and support local Armed Forces charities, for example by supporting their fundraising activities.
  - Signpost members of the Armed Forces Community to available support, for example from [Cobseo](#), the [Veterans' Gateway](#) or statutory services in your area.

- **Commercial:**
  - Explore added value services for MOD contracts, military charities or organisations supporting veterans.
- **Health**
  - Promote awareness of mental health, PTSD and stress-related conditions within our workforce, including specific training for those in managerial role.
  - Provide a supportive environment for employees managing service-related health issues, including flexible working (where applicable) where needed for treatment or recovery.
  - Foster an open and inclusive culture where veterans and their families feel comfortable accessing health-related support.
- **Education:**
  - Promote training and further/higher education opportunities for Service leavers, ex-Service personnel and their families.
- **Civic responsibilities:**
  - Organise, facilitate, promote and/or take part in remembrance and other ceremonial activities.
- **Any additional commitment the organisation wishes to make.**

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.