

Armed Forces Covenant



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 Cast

Signed:

A handwritten signature in black ink, appearing to read "Mark Farmer", written inside a white rectangular box.

Name:

Mark Farmer

Position:

Chief Executive Officer

Date:

13th January 2023

The logo for Cast. The word "Cast" is written in a large, bold, red, sans-serif font. To the right of the word is a circular icon containing a stylized red bird, possibly a phoenix or a similar mythical creature, with its wings spread. A decorative dotted line in red starts from the bottom left and curves upwards towards the right, ending near the Cast logo.

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, Cast, 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 Cast recognises the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our business, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant by:
- **Promoting the Armed Forces:**
We commit to promoting the armed forces and will promote Cast as an Armed Forces friendly organisation by publicising our commitment through our website.
 - **Employment support to members of the Armed Forces Community:**
Cast will actively promote the employment of service leavers and veterans into its business, whilst promoting the wider construction industry seeking to assist service leavers in the transition from service life to civilian life. Cast will provide support and hold insight days for service leavers to provide them with an overview for integration into the construction industry. Cast will engage with the Career Transition Partnership and relevant charities to offer work opportunities to service leavers.
 - **Communications, engagement and outreach:**
Cast is proud of our armed forces personnel and will promote the benefits and work the Armed Forces Covenant has through media forms such as the Cast website. Cast will support and promote Armed Forces events such as Armed Forces Day and the Poppy Appeal.

- **Reservists, Territorial Army and Cadet Forces Volunteers:**
We undertake to support reservists in respect of leave and support to facilitate training, mobilisation for deployment along with active support for their return to work post deployment. We will also accommodate and assist reservists in fulfilling their requirement to complete their duties.
- **Leave flexibility:**
Cast will endeavour to provide flexibility on annual leave for spouses and partners of service personnel before, during and after their partner's deployment.
- **Education, training and development:**
We uphold that we will assist and support service leavers on their transition from service life to civilian life in respect of ongoing education, training and development. Cast will be able to support educational needs through routes such as the Graduate Apprenticeship Programme and on the job training. Service leavers, veterans and reservists will be encouraged to apply their transferable skills in the business to support their learning and development in their role.
- **Civic responsibilities:**
Promote and encourage the participation in events such as Remembrance Day.

- 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.

Contact us

Cast is a specialist construction consultancy providing solutions for developers, investors, policymakers and the supply chain. We are focused on helping deliver great homes and places viably whilst also addressing bigger economic, societal and environmental challenges.



Cast

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