



Organisation Name

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:

TM STEELS LIMITED

Signed: 

Name: Amy Walters

Position: Compliance Director

Date: 22.07.2025

TM
steels
Quality and Precision in Steel

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, **TM Steels Limited**, 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 **Reservists** by offering them additional days of annual leave (paid/unpaid) in order to carry out their duties.
- Offer work placements, insight days, mentoring schemes and/or guaranteed interview schemes to **Veterans** seeking employment.
- Promote **employment schemes** aimed at the Armed Forces Community, such as 'A Great Place to Work' and 'Step Into Health'.
- Offer additional paid 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.
- Work with relevant charities and the Career Transition Partnership to offer work opportunities to the **Wounded, Injured and Sick**.
- 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.
- Promote the Armed Forces Covenant, the **Defence Employer Recognition Scheme** and your support for the Armed Forces Community to your staff, customers/service users, supply chains and the wider public.
- Support or promote **Armed Forces events**, such as Armed Forces Day/Week, Reserves Day, the Poppy Appeal and Remembrance activities.
- Use the **Covenant and Employer Recognition Scheme logos** in your communications and marketing.
- Appoint an **Armed Forces Champion** within your organisation to act as a focal point for organising and promoting support for the Armed Forces Community.
- Engage with and support **local Armed Forces charities**, for example by supporting their fundraising activities.
- Run, facilitate or promote **support networks** (such as coffee mornings, breakfast clubs) for veterans and other members of the Armed Forces Community.

- Engage with any **local Armed Forces presence** – for example, local Army units, reservist units, RAF stations and/or naval bases.
- Develop relationships and **work collaboratively with other organisations supporting the Covenant** and the Armed Forces Community in your locality/region.

Commercial

- Ensure the Armed Forces Community has **fair access** to your services and is not put at a disadvantage by their service, for example as a result of their high mobility.

Health and healthcare

- Ensure available **dedicated healthcare services** for members of the Armed Forces Community, such as Op COURAGE in England, are signposted and promoted.
- Offer **concessionary access** to leisure centres and sports facilities for members of the Armed Forces Community.

Housing

- Promote **awareness** of housing and homelessness services among the Armed Forces Community.

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**.

2.2 We will publicise these commitments through our literature 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.