



Route 101 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: **Route 101 Limited**

Signed:

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Ken Day
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Name:

Ken Day

Position:

Chief Operating Officer

Date:

20 October 2025 | 17:21 BST



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, **Route 101 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:

- **Promoting the Armed Forces:**

We will promote the Armed Forces Covenant, the Defence Employer Recognition Scheme and actively raise awareness of the Armed Forces within our organisation and the wider community, celebrating their service and encouraging positive attitudes towards those who serve or have served.

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

We will provide fair and supportive employment opportunities for veterans, reservists, and military spouses, including flexible working arrangements and recognition of military skills and qualifications.

We will support Reservists and Cadet Force Adult Volunteers by offering them up to 5 days of annual leave (unpaid) to carry out their duties and training requirements.

- **Health:**

We will support the physical and mental health needs of Armed Forces personnel and veterans by signposting to appropriate services and fostering a culture of wellbeing within our organisation.

- **Civic responsibilities:**

We will encourage and support the civic engagement of our Armed Forces personnel and veterans, including their participation in public service, volunteering, and community leadership.

- 2.2 We will publicise these commitments through our literature and/or on our website and inviting feedback from the Armed Forces Community and our customers on how we are doing.