



Original Success Journal Ltd.

**We, the undersigned, commit to honour the Armed
Forces Covenant and support the Armed Forces
Community.**

**We recognise the value Serving Personnel,
both Regular and Reservists, Veterans and military
families contribute to our business and our country.**

Signed on behalf of:

Original Success Journal Ltd.

Signed:

Name: JZ Zillart

Position: Founder and Director

Date: 14/11/2021



The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
Her Majesty Queen Elizabeth II

– and –

All those who serve or have served in the
Armed Forces of the Crown
And their Families

The first duty of The Armed Forces 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, the Royal Air Force, together with their families. They deserve our respect and support, fair and humane 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, private, secret, 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 and Secret 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 **Original Success Journal Ltd and all who serve with her**, will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved and no explanation will be necessary to receive compassion and understanding.*

Section 2: Demonstrating our Commitment

2.1 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#); and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment. Every deployed person will receive a week's paid leave before and after deployment. Bereaved partners, spouses will receive special care and attention individually to fully participate as much as they can at work during and after bereavement.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional paid/unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists. We will provide full paid leave and an additional 24 hours pre-deployment to exercises and after exercises for thorough preparation and recovery.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities; we will offer our sites, our staff paid time off to fully participate or represent ourselves.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist; we will hold an annual fundraising event that meets the needs of smaller organisations ensuring their ongoing success. We will dedicate a collection of journals to the Armed Forces, using their artwork to promote recovery and healing by connecting them to another's accomplishment.
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2.2 We will publicise the first 8 of these commitments through an annual briefing held on the 14th November each year from 11am BST and year round on our website. In that briefing we will set out how we have honoured our obligations and by inviting feedback from the Service community.