



Insider Technologies 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:

Insider Technologies Limited

Signed: 

Name: Karl Gilbank

Position: Director

Date: 14th April 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, **Insider Technologies 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 through:



Respect and Recognition

We honour the courage and dedication of the Armed Forces community by promoting a culture of respect across our organisation. We actively recognise the sacrifices made by service personnel, veterans, and their families.



Fair Opportunity in Employment

We are committed to being a forces-friendly employer. We guarantee that veterans, reservists, and military spouses are given equal opportunities in recruitment, career development, and progression.



Support for Reservists and Veterans

We offer flexible working policies and additional leave to support reservists with their training and deployment needs. Veterans are supported through onboarding programmes, skills translation tools, and a welcoming workplace environment.



Support for Military Families

We acknowledge the challenges faced by military families, especially during postings or deployments. We offer flexibility and family-friendly policies to help balance work and home life.



Active Engagement and Awareness

We promote Armed Forces Day, Reserves Day, and Remembrance events, encouraging our teams to take part and show visible support. Internal awareness campaigns help foster understanding and inclusion across our workforce.