

CLAYWOOD CONSTRUCTION LTD

Armed Forces Covenant

Employer Pledge & Commitments

Statement

At Claywood Construction Ltd, we build more than structures, we build communities, futures, and livelihoods. The construction sector has long been one of the most natural homes for veterans and service leavers: it demands the discipline, teamwork, problem-solving, and leadership that the Armed Forces instil in their people, and we are proud to recognise that.

Signing the Armed Forces Covenant is not simply a statement of intent. It is a public commitment - backed by actions we will embed into the daily life of our business - to ensure that those who have served our country, as well as their families and those still serving in the Reserves, are never disadvantaged by their service when they choose to work with us, buy from us, or rely on us.

The pledges set out in this document are practical, proportionate, and deliverable. Many cost nothing beyond time and goodwill. All reflect the culture we aspire to maintain: one of respect, inclusion, and genuine appreciation for service.

We are proud to join thousands of employers across the United Kingdom who have already made this commitment, and we look forward to reporting our progress every year.



Paul Burke

Managing Director Claywood Construction Ltd

About the Armed Forces Covenant

The Armed Forces Covenant is a promise from the nation to those who serve or have served in the UK Armed Forces, and their families. Employers who sign the Covenant commit to supporting the defence community and offering fair treatment to veterans, Reservists, and military spouses and partners.

As a signatory, Claywood Construction Ltd acknowledges that those who serve or who have served in the Armed Forces, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. We also recognise that special consideration is appropriate in some cases, especially for those who have given most.

Veterans	Reservists	Military Families
Those who have previously served in the Regular or Reserve Armed Forces	Those currently serving in the Reserve Forces alongside civilian employment	Spouses, partners, and children of serving and veteran personnel

Our Pledges

The table below sets out our full range of pledges, grouped by theme. Each commitment reflects our genuine desire to be a forces-friendly employer and a positive contributor to the Armed Forces community.

#	Pledge	How We Will Deliver This
A RECRUITMENT & EMPLOYMENT		
A1	Guaranteed Interview Scheme	Any veteran or Reservist who meets the minimum essential criteria for a role will be guaranteed an interview. We will state this clearly in all job adverts.
A2	Armed Forces-Friendly Job Adverts	We will add a standard Armed Forces Covenant supporter statement to every job advert we publish, including online portals and our company website.
A3	Recognise Military Qualifications	Our hiring managers will map common military qualifications and trades - such as Royal Engineers and REME - to equivalent civilian roles, and will not discount applications where formal civilian qualifications are absent but military equivalence exists.
A4	Remove Barriers for Military Spouses	We will accept gaps in CV employment history caused by relocations linked to a partner's military posting without negative inference during shortlisting.
A5	Armed Forces Employment Networks	We will register with free veteran employment platforms including the Career Transition Partnership (CTP), the Forces Employment Charity, and the MOD's Employer Recognition Scheme portal to advertise relevant vacancies.
A6	Signpost to Apprenticeships	Where a veteran lacks civilian trade qualifications, we will actively signpost them to relevant apprenticeship schemes - including those funded by the Apprenticeship Levy - to support their transition into construction careers.
B WORKPLACE CULTURE & INCLUSION		
B1	Armed Forces Champion	We will appoint an internal Armed Forces Champion at senior level who will act as the point of contact for all Covenant-related matters and advocate for service personnel within our organisation.
B2	Awareness Briefing for Managers	Line managers will receive a briefing document explaining the Armed Forces Covenant, the common challenges faced by veterans transitioning to civilian employment, and practical guidance on how to be a supportive manager.
B3	Zero Tolerance of Discrimination	We will update our Equality, Diversity & Inclusion policy to explicitly include veteran and Reservist status, making clear that any discrimination on these grounds will be treated with the same seriousness as any other form of workplace discrimination.

B4	Promote Covenant Internally	We will display our Armed Forces Covenant certificate and Employer Recognition Scheme award in our site offices and on our company intranet or noticeboards, promoting awareness among all staff.
B5	Flexible Working for Reservists	We will implement a clear policy confirming that Reservist employees can request flexible or adjusted working hours to accommodate training commitments, and that such requests will be treated sympathetically and considered on their merits.
B6	Induction Pack Reference	We will include a dedicated section in our employee induction pack explaining our Armed Forces Covenant commitments, signalling from day one that Claywood Construction Ltd is a forces-friendly employer.
B7	Mark Key Military Dates	We will acknowledge key dates in the military calendar - including Remembrance Sunday, Armed Forces Day, and the National Service of Remembrance - through internal communications such as team emails or company noticeboard notices.
C RESERVIST SUPPORT		
C1	Reservist Leave Policy	We will adopt a clear written Reservist Leave policy granting a minimum of 10 days' additional unpaid leave per year - with a view to offering this as paid leave as our business grows - for Reservist training and mobilisation, over and above standard contractual leave entitlement.
C2	Mobilisation Support Process	We will create a simple, documented process for handling Reservist mobilisation, including how to manage workload during absence and how to support the employee's return, so that both managers and employees feel confident and informed.
C3	No Detriment on Return	We will ensure that any Reservist employee returning from mobilisation is reinstated to their original role - or a suitable equivalent - with no loss of seniority, benefits, or standing, in full compliance with the Reserve Forces (Safeguard of Employment) Act 1985 and beyond.
C4	Publicise Reservist-Friendliness	We will add a statement to our recruitment materials and company website confirming that we actively welcome applications from Reservists and that a supportive leave policy is in place.
D MENTAL HEALTH & WELLBEING		
D1	Signpost to Veterans' Support Services	We will compile a one-page reference card of free veteran-specific support services - including Combat Stress, SSAFA, Veterans UK, and Op COURAGE - and make this available to all staff throughout our business.
D2	Veteran-Aware Mental Health Training	When conducting Mental Health First Aid training or awareness sessions, we will ensure content includes

		specific reference to the challenges veterans may face, such as PTSD, adjustment difficulties, and the transition from military to civilian life.
D3	Open-Door Support	Our Armed Forces Champion will maintain an informal open-door role for any employee who identifies as a veteran, Reservist, or military family member and wishes to discuss challenges - whether work-related or personal - and will signpost them to appropriate support where needed.
D4	Employee Assistance Programme	If we have, or introduce, an Employee Assistance Programme, we will specifically highlight its relevance to veterans and Reservists who may be dealing with transition or service-related challenges.
E SUPPLY CHAIN, COMMUNITY & SOCIAL VALUE		
E1	Encourage Supply Chain Sign-Up	We will actively encourage our key subcontractors and suppliers to become Armed Forces Covenant signatories themselves, sharing information about the straightforward sign-up process.
E2	Social Value in Tenders	Where we are required to submit social value plans as part of public sector or MOD-related tenders, we will explicitly reference our Armed Forces Covenant commitments as part of our community benefit offer.
E3	Cadet Unit Engagement	We will make contact with our nearest Army, Air, or Sea Cadet unit and offer to provide a site visit or a short talk about construction careers, at no cost, supporting young people with connections to the Armed Forces community.
E4	Social Media Promotion	We will share our Covenant signing on our company social media - including LinkedIn - and invite industry partners, clients, and peers to consider making the same commitment.
E5	Pro Bono Professional Support	Where capacity allows, we will offer our professional expertise - such as a free site assessment, quantity surveying advice, or health and safety consultation - to a veteran-led charity or Armed Forces community group in our local area once per year.
F LEARNING, DEVELOPMENT & CAREER PROGRESSION		
F1	Skills Assessment for Veterans	When a veteran joins our workforce, we will undertake a structured skills assessment that maps their military training and experience to their role and to future development opportunities within Claywood Construction Ltd.
F2	Mentoring Programme	We will identify existing employees willing to volunteer as informal mentors for new veteran or Reservist hires, helping them understand civilian workplace norms and navigate their early months with confidence.
F3	Equal Training Access	Veterans and Reservists employed by us will have equal access to any training, CPD, or professional accreditation

		opportunities we offer, with active encouragement to use their military background as a springboard for further development in construction.
F4	Recognise Military Leadership	Where veteran employees have held leadership roles in the Armed Forces - including NCOs, Warrant Officers, and Commissioned Officers - we will recognise that experience as valid management experience when considering candidates for supervisory or management positions within our business.
G ACCOUNTABILITY & ANNUAL REVIEW		
G1	Annual Covenant Review	We will review our progress against these pledges on an annual basis, led by our Armed Forces Champion, and produce a short internal report summarising our achievements and areas for improvement.
G2	Employer Recognition Scheme	We will apply for the MOD's Employer Recognition Scheme Bronze Award - and aspire to Silver - as a formal marker of our commitment and external validation of these pledges.
G3	Website Maintenance	We will maintain an up-to-date Armed Forces Covenant page on our company website, linking to our signed Covenant certificate and outlining our pledges for the benefit of prospective employees and clients.
G4	Board-Level Reporting	Our Armed Forces Champion will provide a brief update to the Board or Senior Leadership Team at least once per year on Covenant activity, keeping our commitment visible at the highest level of Claywood Construction Ltd.

Formal Pledge & Signature

We, Claywood Construction Ltd, a construction contractor, hereby formally sign and commit to the Armed Forces Covenant pledges set out in this document. We understand that signing the Covenant is a public declaration and that our commitment will be listed on the national Armed Forces Covenant register maintained by the Ministry of Defence.

We will strive to uphold the spirit of the Covenant in everything we do, and we will seek continuous improvement in the support we offer to veterans, Reservists, and military families.

Signed on behalf of Claywood Construction Ltd:  Paul Burke Managing Director Date: 29 May 2026	Armed Forces Champion:  Alistair Gill Construction Director Date: 29 May 2026
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Next Steps

Having signed this pledge, our immediate next steps are:

- Submit our signed Armed Forces Covenant to the Ministry of Defence via the official portal at www.armedforcescovenant.gov.uk
- Appoint our Armed Forces Champion and communicate their role to all staff
- Update our recruitment adverts and company website to reflect our Covenant commitments
- Circulate our Reservist Leave Policy to all managers
- Draft and distribute our one-page veterans' support services reference card
- Register with the Career Transition Partnership (CTP) and the Forces Employment Charity as a forces-friendly employer
- Apply for the MOD Employer Recognition Scheme Bronze Award
- Diarise our Annual Covenant Review for May 2027

For further information about the Armed Forces Covenant, visit:
www.armedforcescovenant.gov.uk

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