



## Quirk Solutions Limited

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**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.**

**The Ministry of Defence**

A handwritten signature in black ink, appearing to be "Phil Hally".

Vice Admiral Phil Hally CB MBE  
Chief of Defence People  
9 Oct 2023

**Quirk Solutions Limited**

A handwritten signature in black ink, appearing to be "Chris Paton".

Chris Paton  
Founder & Managing Director  
9 Oct 2023



The logo for Quirk Solutions Limited. The word "Quirk" is written in a large, orange, serif font.

# 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 **Quirk Solutions Limited** 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.*

## 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. This will be done through social media posts, placing the AFC logo on our website and in our email signatures, as well as a section on our website dedicated to the pledges we have made.
- **Veterans:** supporting the employment and contracting of veterans within Quirk Solutions and across our business network, recognising military skills and qualifications in our recruitment and selection process. A minimum of 30% of our employed team or contracted associates will be veterans.
- **Priority in recruitment:** Employment opportunities will be advertised solely with networks and organisations dedicated to service leavers and veterans, for at least one month, before the job roles are placed on open-source recruitment sites and social media.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; allowing them the flexibility to work from home / virtually, and minimising the need for them to travel, whenever possible.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional 2 weeks unpaid leave for annual Reserve Forces training; as well as supporting any mobilisations or deployments.
- **Mentoring:** Partnering with organisations such as Heropreneurs, to provide mentoring and advice to veteran-owned businesses and Ex-Military entrepreneurs – enabling them to grow their businesses and learn from our skills, at no cost. We will mentor a minimum of 2 veteran business leaders per year.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities. We will pay travel and accommodation costs for any of our veteran employees attending these activities.

- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist. We will ensure that our veteran employees are able to attend events such as London Poppy Day and will pay for their travel and accommodation costs to do so. We will also have a monthly direct debit payment to an Armed Forces Charity.
- **Placements:** We will offer placements for service leavers and those preparing to leave the Armed Forces, to help them develop consultancy and commercial skills.

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.