



## Trilateral Research Ltd

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**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:

**Trilateral Research Ltd**

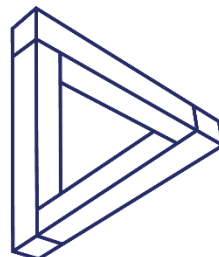
Signed:  DocuSigned by:  
Kush Wadhwa  
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Name: Kush Wadhwa

Position: Chief Executive Officer

Date: 12<sup>th</sup> July 2021

**TRILATERAL  
RESEARCH**



# The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom  
Her 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, **Trilateral Research**, 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, through the publication of our Armed Forces Covenant on our website and displaying the Armed Forces logo
- **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; focus recruiting effort on the Armed Forces community, such as advertising through 'service-friendly' recruitment agencies and service charities; offer guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners by looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family; consider whether special leave is appropriate for employees who are bereaved or whose loved ones are injured;
- **Reserves:** supporting our employees who are members of the Reserve Forces by accommodating reservists' training commitments wherever possible.; supporting any mobilisations and deployment;
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, by granting additional unpaid leave to attend annual training camps and courses where possible;
- **Armed Forces Charities:** supporting Armed Forces charities by supporting staff who volunteer to assist through the use of paid volunteer time off

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