



The Engineering Equipment and Materials Users Association

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:

The Engineering Equipment and Materials Users Association

Signed: *M. Cleaver*

Name: *M. CLEAVER*

Position: *COUNCIL CHAIR*

Date: *13th NOVEMBER 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, The Engineering Equipment and Materials Users Association (EEMUA), 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 by:

- Promoting the capability for remote working to improve the employment opportunities within EEMUA for partners and spouses.
- Supporting reservists and Cadet Force Adult Volunteers employed by EEMUA by offering up to ten days additional paid leave in order to carry out their duties.
- Always considering the expertise of veterans who apply for open positions within EEMUA.
 - Experience and military certification obtained during their service will be regarded with equal weight to those obtained in civilian employment.
 - If we are unfamiliar with terms used we will ensure we identify them, and not discount them.

In addition we will:

- Offer discounts on our training and events to serving members of the Armed Forces.
- Offer free learning materials covering engineering topics to Veterans and other members of the Armed Forces Community through our online portal.
- Publicise and promote the opportunities offered, both by EEMUA and its Member organisations, to members of the Armed Forces Community through our own marketing efforts, and through engagement with the Career Transition Partnership.

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community and our Members and stakeholders on how we are doing.