



Universal Networks UK 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:

Universal Networks UK Limited

Signed:

A handwritten signature in black ink, appearing to read 'Eddie Hing'.

Name: Eddie Hing

Position: Director

Date: 27/2/2026

**Universal
Networks.**

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, **Universal Networks UK 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 by:

- **Promoting the Armed Forces: We will promote our support for the Armed Forces Covenant by publishing a statement on our website and recognising the contribution of serving personnel, veterans, reservists and their families.**
- **Employment support to members of the Armed Forces Community We will support members of the Armed Forces Community through fair and inclusive recruitment practices, recognising transferable skills gained through military service and ensuring they are not disadvantaged in employment or progression.**
- **Communications, engagement and outreach: We will raise awareness of the Armed Forces Community within our workforce and signpost employees to relevant support and guidance where appropriate.**
- **Commercial: Where appropriate, we will consider the principles of the Armed Forces Covenant in our commercial relationships and supply chain.**
- **Health: We will support the health and wellbeing of employees from the Armed Forces Community by promoting awareness of appropriate NHS and veteran-specific support services.**
- **Civic responsibilities: We will show our support for the Armed Forces by recognising Armed Forces Day and Remembrance activities and fostering a positive, forces-friendly culture within our organisation.**

2.2 We will communicate our commitment to employees, review our policies and practices to ensure they are forces-friendly, and keep our pledge under periodic review to ensure it remains appropriate to the size and nature of our organisation.