



Venta Global Ltd

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:

Venta Global Ltd

Signed: *Jason Guest*

Name: Jason Guest

Position: Director

Date: 25 / 09 / 2025

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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 **Venta Global** 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:

- Promote the fact that we are an Armed Forces-friendly organisation.
- Seek to support the employment of veterans, recognising military skills and qualifications in our recruitment and selection process.
- Encourage applications from members of the Armed Forces community.
- Support the employment of Service spouses and partners, providing a supportive work environment that recognises the unique challenges of Service families.
- Support our employees who are members of the Reserve Forces, by accommodating training and mobilisation commitments where possible.
- Support employees who volunteer as Cadet Force Adult Volunteers, acknowledging the value they bring to young people and the community.
- Acknowledge national events such as Armed Forces Day, Reserves Day, and Remembrance activities, and encourage awareness and recognition among our employees.
- Support engagement with military charities and community initiatives where appropriate.
- Encourage input from subject matter experts who have military experience where appropriate when making business decisions.

2.2 We will review these commitments periodically to ensure they remain relevant and effective.