



SmartCo Future Health

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:

SmartCo Future Health

Signed: *Adam Libbey*

Name: Adam Libbey

Position: Director of Client Services and Operations

Date: 12 Sept 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, **SmartCo Future Health**, 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:** Signing the Armed Forces Covenant will be a cornerstone of our social value proposition. This commitment will be prominently featured on our website, social media channels, and integrated into our proposals to clients and suppliers. Given our strong presence within the NHS, this initiative aligns closely with shared values of service, resilience, and community support. We will actively promote our support for the Armed Forces community through case studies, testimonials, and collaborative campaigns, reinforcing our role as a socially responsible organisation.
- **Employment support to members of the Armed Forces Community:** As a fast-growing business, we are well-positioned to offer meaningful employment opportunities to veterans, reservists, and their families. We will develop tailored recruitment pathways, provide mentoring and career development support, and ensure our workplace policies are inclusive and flexible to accommodate the unique needs of the Armed Forces community. Our goal is to create a supportive environment where their skills and experiences are recognised and valued. We have networks with the Career Transitions Partnerships, The Officers Association, The List and many LinkedIn networks. Some of our team already mentor service leavers.
- **Communications, engagement and outreach:** Internally, we will foster a culture of understanding and appreciation through staff communications, training, and storytelling that highlights the contributions of Armed Forces personnel.
- **Charitable fundraising such as the Poppy Appeal:** We will support key Armed Forces charities through regular fundraising activities such as the Poppy Appeal, Armed Forces Day events, and other campaigns throughout the year. Our teams will be encouraged to participate in fundraising challenges, donation drives, and volunteering opportunities, helping to raise awareness and financial support for causes that directly benefit veterans and their families.

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 Armed Forces Community and our customers on how we are doing.