



cybersecurity
associates

Cyber Security Associates 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:

Cyber Security Associates Limited

Signed:

Name: DAVID WOODFINE

Name: JAMES GRIFFITHS

Position: Managing Director & RAF Veteran

Position: Technical Director & Army Veteran

Date: 21th May 2024

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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, **Cyber Security Associates 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 Our founders of CSA are both ex Armed Forces personnel who have strived to embed the values and culture of the Armed Forces into the company. 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 both within our company and our parent company FluidOne:**
- **Supporting our Reservists by offering additional days away from work (paid) in order to carry out their duties.**
- **Offering work placements, insight days, mentoring schemes and/or guaranteed interview schemes to Veterans seeking employment.**
- **Promoting the Armed Forces Covenant, the Defence Employer Recognition Scheme and our support for the Armed Forces Community to our staff, group companies, customers and the wider public.**
- **Direct and indirect employment support to members of the Armed Forces Community:**
- **Communications, engagement and outreach to our local veteran and wider community:**
- **Encouraging our staff to undertake charitable activities and events in support of our Armed Forces:**
- **Organise, facilitate, promote and/or take part in local remembrance activities and Armed Forces day's.**

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, our employees, our wider Group companies and our customers on how we are doing.