



## The Institute for Agriculture and Horticulture

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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: *Stephen Jacob*

Name: STEPHEN JACOB

Position: CHIEF EXECUTIVE OFFICER

Date: 24 . 01 . 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. We, The Institute for Agriculture and Horticulture, 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 fact that we are an Armed Forces-friendly organisation.
- Promoting the Armed Forces through positive business behaviours to our partners and members.
- Advocate the Armed Forces Covenant, the Defence Employer Recognition Scheme and our support for the Armed Forces Community to our partners and clients, where appropriate.
- Raise awareness of employment schemes aimed at the Armed Forces Community, such as initiatives led by Mission Community, where appropriate.
- Encourage our members to offer work placements and insight days to Veterans and the Armed Forces community, seeking employment.
- Encouraging applications from the Armed Forces community to work in the rural sector.
- Offering service leavers, veterans and the Armed Forces community who are new to the industry free access to individual membership for up to 3 years.
- Appointing an Armed Forces Champion within your organisation to act as a focal point for organising and promoting support for the Armed Forces Community.

2.2 We will publicise these commitments and constantly seek to improve our pledge through feedback from those we engage with in the Armed Forces community.