



ARMED FORCES POLICY

Issued 04/04/2023 – Review 03/04/2024

It is the Company's policy that we will support all Armed forces, whether they are looking to move into the Security Industry or they are Reservists or Veterans, or maybe their Spouses, Partners, and families as much as possible.

Danhouse will look to make necessary amendments to working practices to enable us to be a supportive company of the Military and to meet our Armed forces Covenant requirements.

Recruitment

Danhouse will always offer Interviews to Military, ex-Military, and family members. Once identified via a CV or Application form then our HR team will manage the interview process and work to meet the needs of the business and the individual so both parties can accommodate employment.

The Company aims at all times to recruit the person who is most suited to the particular post. Recruitment must be solely on the basis of the applicant's abilities, qualifications, experience, and merit as measured against the job description and person specification. The guidelines promulgated in the Company's equal opportunities statement must be followed at all stages of recruitment and selection. Line managers conducting recruitment interviews will ensure that questions asked of job applicants are in no way discriminatory or personally intrusive. The interview will focus on the needs of the post and the skills, qualifications and experience needed to perform it effectively.

Should the role not be suitable for the candidate then where possible alternate roles maybe identified to provide employment.

Leave

All members of the Armed Forces Reservists groups will be entitled to an additional 5 days paid leave, which will be added to their annual entitlement. This leave is solely for use to complete scheduled or to call dates in their roles as reserves. This leave cannot be used for normal annual leave.

Any deployment of reserve staff the company will review what the leave can be used for or carried over in special circumstances. Each case will be treated on its own merits. In all cases the leave is to be booked through normal Holiday procedures but making note for Reservist activity.

If you are a Military Spouse or Partner, then any leave needed, or time off will be discussed and arranged as quickly as possible with as little detriment to them individual.

Time off for dependants

If you are a Military Spouse or Partner, then this time off will be arranged with as little detriment to the individual and as quickly as possible.

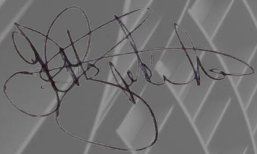
Reservist/Other Roles

If you are a reservist, then Danhouse will make allowances in leave and for time off to fulfil your role.

For other Military activities such as Cadet Force Volunteering then Reservist role Policies will come into effect to support your activities.

Deployment

Should you be deployed then Danhouse will discuss this with you and will agree to hold open the position you have been employed for you until your return.



John Fitzpatrick
Chief Executive Officer

04 April 2023