



Elemeca Ltd

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:

Elemeca Ltd

Signed: *Lorenzo Baietta*

Name: Lorenzo Baietta

Position: Director of Elemeca Ltd

Date: 07-July-2026



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, **Elemeca Ltd**, 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:** We will use our website and channels to recognise the Armed Forces community.
- **Employment support to members of the Armed Forces Community:** As a small and growing engineering business, we recognise the technical, leadership and problem-solving experience that service leavers, veterans, reservists and military spouses bring. As we grow our team we will welcome applications from the Armed Forces community, assess service experience fairly against civilian equivalents, and ensure no candidate is disadvantaged by their service background or by postings and gaps associated with it.
- **Communications, engagement and outreach:** We will offer informal guidance to service leavers considering a move into engineering, systems or propulsion fields.
- **Commercial:** We will offer a free initial short technical consultation to service leavers building an engineering-led venture, and preferential terms, considered case by case, to veteran-owned SMEs and registered Armed Forces charities.

2.2 We will publish these commitments on elemeca.com and invite feedback from the Armed Forces community and our customers on how we are doing.