



British Esports Federation

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:

British Esport Federation

Signed: Chester King
Chester King (Dec 4, 2025 08:51:33 GMT)

Name: Chester King

Position: Chairman

Date: 04/12/2025



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, **British Esports Federation**, 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 through collaboration**
- **UK Service Spouses and Partners**
- **UK Reservists**
- **Armed Forces Day**
- **Reservist Day**
- **Discount**
- **Flexible leave for spouses**

We also pledge the following:

- **Armed Forces Personnel and Veterans:** supporting serving Armed Forces personnel and veterans and where possible, providing specific programme for this community in partnership with the Ministry of Defence.
- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces friendly organisation, to our staff, customers, student, suppliers, contractors and wider public. We will encourage supply chain partners to embrace the Armed Forces Covenants, recognising that it is good for business.
- **Veterans:** supporting and advocating support for the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; advertising vacancies with the Career Transition Partnership for Service leavers. We also aspire to grow and involve veterans as employees in the future.
- **Service Spouses & Partners:** supporting and advocating support for the employment of Service spouses and partners; advertising vacancies with the Forces Families Jobs website; providing

flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.

- Reserves: supporting our staff who are members of the Reserve Forces; granting additional leave for annual Reserve Forces training; supporting any mobilisations; actively encouraging membership of the Reserve Forces from within our workforce.
- Cadet Organisations: supporting staff who are volunteer leaders in Military Cadet Organisations, granting additional leave to attend annual training camps and courses; actively encouraging membership of cadet organisations; supporting local Cadet Units.
- Work Experience: providing work experience and voluntary opportunities, where practical for serving Armed Forces personnel and veterans, members of the Cadet Organisations, Service spouses, partners and children.
- Supply Chain Partners: provide access to our supply chain partners and any deals that can be of benefit to the Armed Forces community. Aiming to actively participate in Armed Forces Day and other significant dates in the Armed Forces calendar.
- Commercial Space: discounted rates when utilising office space, conference facilities, boardroom and residential properties.

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.

251204 Armed Forces Covenant Pledge

Final Audit Report

2025-12-04

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