

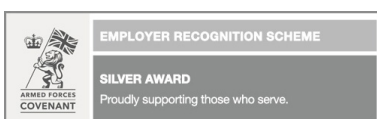


MADE TO MEASURE MENTORING LTD

RESERVISTS OR CADET FORCE ADULT VOLUNTEERS (CFAVs) POLICY



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1. INTRODUCTION

Made to Measure Mentoring Limited (M2M2®) is a company registered in England and Wales (Number: 10653662). [This policy also covers all subsidiary companies in M2M2's ownership.]

2. CONTACTS

The relevant contacts in this document are:

Name	Role	Email	Telephone
Robinson, Tony (TR)	MD (Commercial)	tonyrobinson@m2m2.co.uk	07495 006485
Robinson, Peter (PR)	Chairman	peterrobinson@m2m2.co.uk	07831 161523
Miles, Andy (AM)	MD (Academic)	andymiles@m2m2.co.uk	07730 119958
Sibbald, Duncan (DS)	Director	duncansibbald@m2m2.co.uk	07776 092806

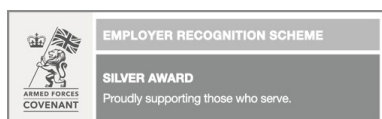
3. SCOPE

Made to Measure Mentoring Ltd (M2M2) wish to recognise the valued contribution to the UK Armed Forces that Reservists make and to ensure that company policy does not disadvantage Reservists or Cadet Force Adult Volunteers (CFAVs) at any time. This Appendix is an integral part of all M2M2's employment and staff contracts.

This policy covers all M2M2 personnel.

4. TRAINING COMMITMENTS AND M2M2'S COMMITMENTS

The company will provide five days paid leave, on a pro-rata basis, in order for Reservists or CFAVs to attend their Annual Camp. Where M2M2 work clashes with Reservist duties, further time off will be given for Reservists to attend weekly drill nights.



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5. MOBILISATION

Upon notification of mobilisation, either in the event of war or civil emergencies, M2M2 guarantees that continuity of employment will not be, in any way, broken or impacted in any way, in line with the Reserve Forces (Safeguarding of Employment) Act 1985.

All accrued leave may be carried over.

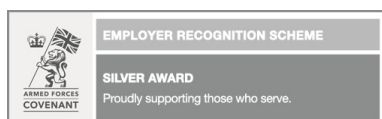
6. POLICY REVIEW

This policy is kept under regular review. The latest review date is published on our website at <https://m2m2.co.uk/company-policies>

7. FURTHER INFORMATION

Further information may be obtained from Defence Relationship Management at <https://www.gov.uk/government/groups/defence-relationship-management#rights-and-responsibilities-for-employers-and-reservists>

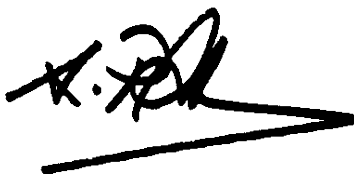
All queries on this policy should be submitted to either Tony Robinson or Duncan Sibbald.

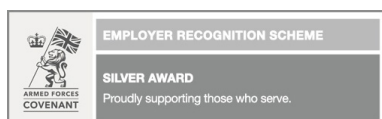


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Signed:

Name	Signature	Role
Tony Robinson		Director
Andy Miles		Director
Peter Robinson		Director
Duncan Sibbald		Director
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