



Adobe Systems Inc.

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

Adobe Systems Inc.

Signed: *Mark Lipscomb*

Electronically signed
by: Mark Lipscomb
Date: Oct 15, 2021
07:38 PDT

Position: VP, Employee Experience
Executive Sponsors Veterans at Adobe
Date: 13.10.2021

Signed:

Tania Garrett

Electronically signed
by: Tania Garrett
Date: Oct 15, 2021
17:37 GMT+1

Position: VP, International Employee Experience
Date: 13.10.2021



The Armed Forces Covenant

An Enduring Covenant Between
The People of the United Kingdom
Her Majesty's Government
and

All those who serve or have served in the Armed Forces of the Crown
And their Families

Her Majesty's Government

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 and those who have served in the past should face no disadvantage compared to other citizens in the provision of public and commercial services as a result of their service to their country. Appropriate support may be required 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

Adobe will endeavour in its business dealings to uphold the key principles of the Armed Forces Covenant, which are: *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen as a result of their service to their country*
in some circumstances appropriate support may be required, especially for the injured or bereaved.

Section 2: Demonstrating our Commitment

2.1 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public by:
 - Publicly celebrating the partnership with the Armed Forces and Adobe's mission
- to create a supportive environment for all
- Partnering with our Veterans@Adobe employee network further to create a supportive culture within the business towards the Armed Forces Community and a platform from which we can advocate internally

Continue to raise awareness among Adobe staff through initiatives such as:

- supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.
- Inviting external speakers from the military community to strengthen our staff's empathy and understanding of the different facets of diversity
- Having Veterans@Adobe network attend different staff meetings & calls to share and advocate for the community
- **Supporting the employment of veterans**, recognising military skills and qualifications in our recruitment and selection process by:
 - Working with the Career Transition Partnership (CTP) to support the employment of Service leavers;
 - attending CTP and OA careers events
 - Continue the partnership between our Veterans@Adobe and recruitment team to raise awareness and drive impact
- **Striving to support the employment of service spouses and partners** by:
 - partnering with the [Forces Families Jobs Forum](#);
- **Support military charity and events** by:
 - supporting the Royal British Legion Poppy Appeal by selling poppies in our offices and observing the 2-minute silence on Armistice Day;
 - Continue to raise awareness on military charity and Adobe's matching program
 - Organise internal charity events and activities where funds go to military focus charities

2.2 We will publicise these commitments through our internal website, our Adobe for All Communities and externally through our social media channels.