



Corporate Covenant

The Armed Forces Corporate Covenant

Nationwide Building Society

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 Nationwide Building Society

Signed: 

Name: Ann Brown

Position Held: HR Director

Date: 21 November 2014



Ministry
of Defence

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

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 Corporate Covenant

1.1 We Nationwide Building Society will endeavour in our 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*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

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

- ***promoting the fact that we are an armed forces-friendly organisation;***
 - We will display our Corporate Covenant logo on our recruitment website
 - We will continue to have specific policies in place, such as our Military Mobilisation Policy and Time Off for Other Reasons Policy, which provides time off to attend training camps, that outline to our employees the support we will provide
 - We will make our Conference Suite available for events to raise awareness of Service Leavers' skills to local, small businesses
 - We will work in partnership with Soldiers, Sailors and Airmen's Families Association (SSAFA) by delivering housing master-classes to support serving personnel and veterans into a rented or owned home of their own.
 - We continue to work with military charities including Royal British Legion to offer employee engagement opportunities such as volunteering on City Poppy Days and Un-planting at Tower Hill.
 - Support internal networks for Reservists and interested colleagues
- ***seeking to support the employment of veterans young and old;***
 - We will work with the Career Transition Partnership and the Officers Association to ensure employment opportunities are available to veterans

- Where possible, we will support requests for Civilian Work Attachments
 - We will attend local military recruitment and awareness events
 - Where practical, we will invite to interview, suitable veteran applicants who meet the selection criteria in a job description
 - We will develop a skills matrix to compare skills gained within the military against those required for civilian work
 - We will aim to continue our engagement with the South West Employment and Skills Partnership in relation to Service Leavers
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- ***striving to support the employment of Service spouses and partners;***
 - Where practical, we will support requests to move locations or find alternative roles if they need to move to accompany their partner
 - Employability skills workshops as and when required
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- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - We will review requests to change holiday bookings during or after a partners' overseas deployment
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- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
 - Through our Time Off for Other Reasons Policy we will provide up to 10 days paid time off work to attend a training camp
 - We will support returning Reservists in their return to work by agreeing a training and development plan

- *acknowledging the specific housing needs of armed forces personnel and striving to support them and their families into a home of their own;*

- Through our Armed Forces Guide, which provides independent, objective and practical advice to servicing personnel and veterans alike
- We will continue to support the Forces Help to Buy scheme to help more personnel into a home of their own
- We will continue to tailor our consent to let criteria to allow personnel servicing overseas to let their property with no additional mortgage costs

2.2 We will publicise these commitments through our literature and/or on our website, and invite feedback from the Service community and our customers on how we are doing.

