The Armed Forces Corporate Covenant

Barclays

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 Barclays

Signed:  
Name: Ashok Vaswani

Position Held: CEO, Retail and Business Banking

Date: 6 August 2013
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 Barclays 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 in the UK

2.1 Barclays 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 in the UK by:

- Supporting the employment of wounded, injured and sick veterans through our well-established ‘AFTER’ programme, focussing on delivering employability skills training and money-management sessions to Service leavers in partnership with the Army Recovery Capability and service charities
- Providing office space in central London for at least twelve months to enable Help for Heroes and the Ministry of Defence Recovery Service to run an employment hub for wounded armed forces personnel
- Making work placements available for veterans within Barclays and our participating service providers
- Advertising Barclays’ vacancies on the Ministry of Defence’s Career Transition Partnership website and developing a recruiting framework to improve our ability to recruit military talent leaving the services
- Holding bi-annual Military Talent Days to build understanding between the military and the private sector
- Developing a comparability matrix to highlight the applicability of military qualifications and skills to civilian employment
• Continuing to play a leading role on the CBI/Army HR Advisory Board

• Honouring Armed Forces Day by holding dedicated events and fundraising activities

• Delivering a co-ordinated nationwide poppy appeal collection in November to raise funds for the Royal British Legion

• Developing our 300-strong internal network for members of the Armed Forces and interested colleagues

• Supporting employees who choose to be members of the Reserve forces and working with the Ministry of Defence to fulfil our ambition of becoming a Reserve employer of choice in line with the new Army 2020 force structure which places a greater emphasis on Reserves

• Encouraging Reservists to participate in Uniform to Work Day as part of activity around Armed Forces Day

• Providing free calls to Barclays for our serving Armed Forces customers using a WelComE call card on deployment to ensure they do not have to draw on their own allocation of personal or welfare minutes

• Manually reviewing mortgage and unsecured lending applications to ensure military personnel are not disadvantaged as a result of gaps in their address history arising from military service

• Taking into account the military commitments of a spouse of a member of the Armed Forces when reviewing requests for leave¹

• Providing special paid leave for employees who are bereaved, in line with our wider policy on compassionate and flexible leave²

• Promoting the fact that we are an armed forces-friendly organisation by publicising our Covenant in our branches and on our website as appropriate

¹ Policy change to come into force in October 2013
² Policy change to come into force in October 2013
2.3 We will publicise these commitments through on our website and in our branches, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.