



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Deloitte LLP

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 Deloitte LLP

Signed: 

Name: David Sproul

Position Held: CEO and Senior Partner

Date: 27/09/13



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 Deloitte LLP will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant 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 Deloitte recognises the value serving personnel, reservists, veterans and military families bring to our business and as a sign of our support and commitment have established the Deloitte Military Transition and Talent Programme (DMTTP). We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation;*
- *seeking to leverage the DMTTP and our internal Military network group to support transition coaching and mentoring for military leavers;*
- *aiming to support the employment of veterans through Insight days, one to one advice and work placements for able bodied and wounded ex-service personnel;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, including compassionate leave as necessary;*
- *seeking to support our employees who choose to be members of the Reserve forces, by accommodating their training and deployment where possible;*
- *aiming to actively participate in Armed Forces Day;*

- *seeking to encourage support of military charities with fundraising, advice and support;*
- *leveraging support of ex -military personnel by using their consultancy skills, unique leadership experiences and public speaking expertise as appropriate;*
- *endeavour to support the MOD by taking part in conversations about Reservist Recruitment strategy and roll out;*
- *Actively seek to champion the benefits of employing ex and current military personnel.*

2.2 We will publicise these commitments through our literature and on our Company website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are performing through our DMTP.