



Corporate Covenant

The Armed Forces Corporate Covenant

Domestic and General Group Ltd

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 Domestic and General Group Ltd

Signed:

Name:

Philip Harvey

Position Held:

Group Human Resources Director

Date:

18 August 2015



Domestic
& General



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, Domestic and General Group Ltd, 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 Domestic and General recognises the value that serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant through our Culture and Values by:

- Promoting our commitment to the armed forces by publicising our Corporate Covenant on our websites, including our dedicated careers website. We will also look to partner with the Ministry of Defence's CTP to advertise our jobs to ex-service personnel;
- Delivering on our policy commitment to be flexible in the granting of leave to accommodate the training and deployment of our employees who are members of the Reserve forces, through the use and promotion of our "Time off for call up on active duty" policy;
- Offering a guarantee of work experience for the young dependant of our employees who are members of the Reserve Forces;
- Making every effort to support the employment of veterans of any age;
- Supporting the employment of Services spouses and partners by aiming to offer flexibility in granting them leave before, during and after a partners' deployment;
- Encouraging our employees to actively participate in Uniform to Work Day and Armed Forces Day each year.
- Offering support to our local cadet units, either in our local community or in schools.

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