



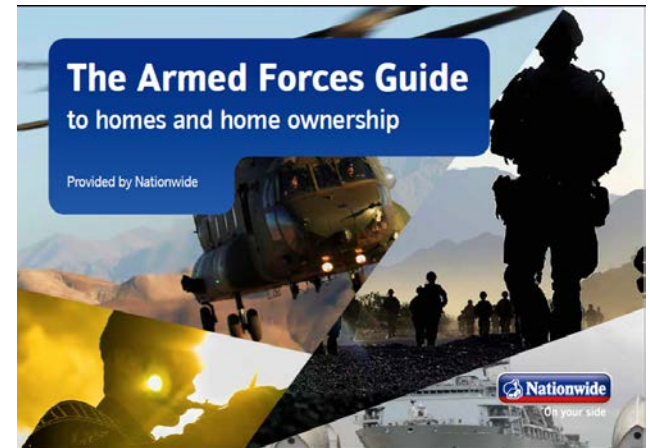
Nationwide's approach to the Armed Forces Corporate Covenant

Our approach to the Armed Forces Corporate Covenant

- Our approach flows from our mutual ownership
- We signed the Corporate Covenant in November 2014
- Our approach spans across:
 - Ex-services personnel that we are increasingly employing
 - Product and process changes that we have already made
 - Guidance and support we provide directly and through our partnerships



From left are Harry Chambers, Olly Church, Barney Meehan and Graeme Hood, who are part of a team taking part in the Walking Home For Christmas challenge
Picture: IAN



What we've done so far.....

Mortgage application system changes

- Currently working towards full system functionality to support use of BFPO UK equivalent post codes
- We have interim solutions in place to support lending including specialist underwriting

Mortgage lettings policy

- We allow letting out of property from purchase
- No requirement to change for a Buy to Let mortgage
- Waive fees including the additional 0.5% letting interest rate
- Treat as a normal mortgage

Employing ex-services personnel

- We value the work ethics the ex-military bring to the business
- We operate a Military Transition Programme recruiting talent into the business
- Over 70 service leavers attended our last Insight Event in January 2016

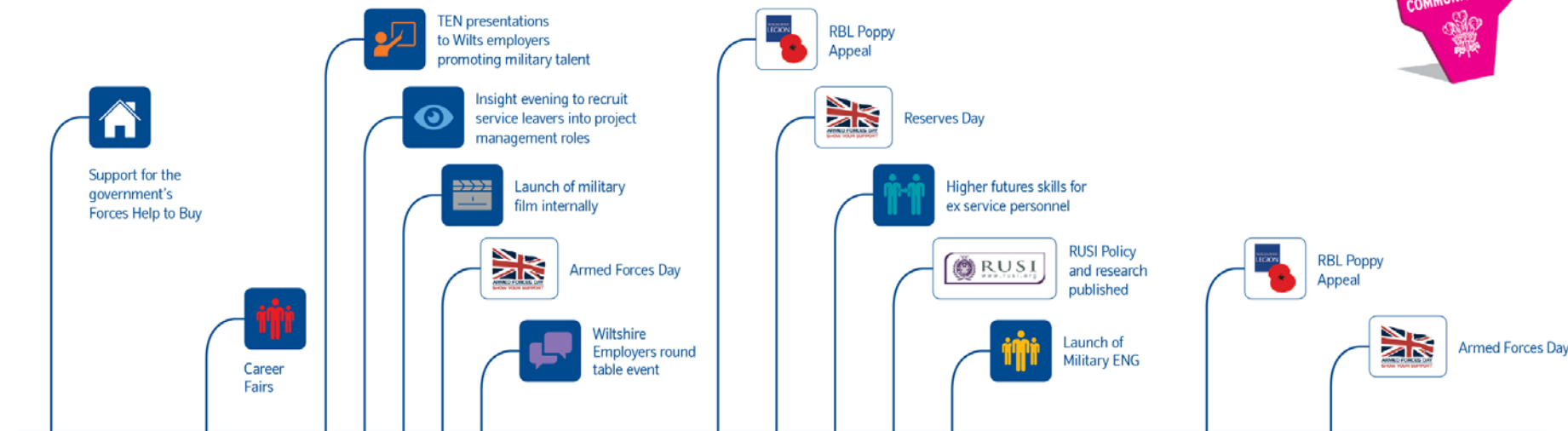
Guidance and support we provide directly and through our partnerships

- Worked in partnership with SSAFA, presented to troops at Aldershot barracks on home ownership routes
- We presented to Wiltshire SME' s of the business benefits recruiting military talent



On your side

Supporting the military community



People, Products, Partnerships



Going forward

Growing our Military Transition Programme

- Appetite to roll out Military Transition Programme
- We aim to leverage the military work ethics to support a high performer
- Ex-military engagement network group formed



.....there are wider benefits in what the sector can do for military personnel

- Complete the task of delivering against the Covenant promises as markets evolve with ongoing incremental changes to products, processes and systems
- Ensure all our customers are treated fairly and equally
- Act as an exemplar to inspire other businesses to recruit ex-military talent
- Be more vocal, internally and externally

Learning from others

- We are working with RUSI to research how companies implement and apply the will be due in the Summer



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