



WYG

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:

WYG

Signed: _____

Name: _____

MR P. C. HAMER

Position: _____

Chief Executive Officer

Date: _____

22nd June 2016.



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 Covenant

1.1 We, WYG, 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 WYG 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 through articles on our website, through media releases, and by displaying the Armed Forces Covenant logo in our correspondence and literature;*
- *seeking to support the employment of veterans young and old and by working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
- *seeking to work with similar ex-Service organisations such as, but not limited to, the Officers Association (OA) to support the employment of Service leavers and members of the Reserves;*
- *offering mentoring opportunities to Service leavers through the Royal British Legion (RBL) Mentoring Scheme;*
- *encouraging engagement with and support to local Reserve Forces and Cadets Associations through senior staff at our regional offices;*
- *striving to support the employment of Service spouses and partners including reasonable attempts to find alternative employment within the business in another location if they need to move to accompany their partner;*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during, and after a partner's deployment (this includes consideration of special paid leave for employees who are bereaved or whose loved ones are injured);*
- *actively encouraging and seeking to support our employees who choose to be members of the Reserve forces, including establishing a comprehensive Reservist Policy that recognises and supports their training and mobilisation obligations;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *seeking to work closely with local Reserve Forces' and Cadets' Associations;*
- *aiming to actively participate in Armed Forces Day and to support local events;*
- *aiming to actively participate in the annual RBL/Poppyscotland Poppy Appeal by encouraging and releasing staff to support local and national events;*
- *aiming to sponsor and/or participate in Armed Forces charitable activities and wider Armed Forces technical and professional development events;*
- *actively identifying and committing to other Armed Forces-related events and activities through our regional offices (based on local circumstances).*

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.