



Amazon Web Services

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 Amazon Web Services:

Signed:

Name: Gavin Jackson

Position: Managing Director

Date: 12th January 2017



Signed on Behalf of Ministry of Defence:

Signed:

Name: General Sir Chris Deverell

Position: Commander, Joint Forces Command

Date: 12th January 2017



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 Amazon Web Services 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 Amazon Web Services 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 by;*
 - *displaying our AFC badge and ERS awards on our website and email signature blocks*
 - *actively supporting Armed Forces Day and Reserves day, when we will encourage our reservists and cadet instructors to wear uniform to work;*
 - *encourage our employees to attend Defence engagement events to build a greater understanding of the benefits military skills and training bring to the workplace;*
- *seeking to support the employment of service leavers, veterans, military reservists, adult cadet instructors and military spouses and by;*
 - *offering free AWS cloud technician training and accreditation and assistance in finding work placements and employment with our clients and partners*
- *Working with the Career Transition Partnership (CTP) to advertise our training offer and to recruit service leavers and veterans into our business, including the wounded, injured and sick;*

- *Supporting our employees who are Service spouses by;*
 - *endeavouring to offer a degree of flexibility in granting leave before, during and after a partner's deployment*
- *seeking to support our employees who choose to be members of the Reserve forces by endeavouring to accommodate their annual training and supporting them before, during and on return from deployment;*
- *offering support to our local cadet units, either in our local community or in local schools by;*
 - *inviting cadets to apply to our apprenticeship schemes and where possible providing summer work experience opportunities and internships*
 - *supporting our employees who are adult cadet instructors by allowing them flexibility to complete annual training*
- *aiming to actively participate in Armed Forces Day and Reserves Day*
- *Supporting military charities and events*

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.