



**ARMED FORCES
COVENANT**

**IBM United
Limited**

Kingdom

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:
IBM United Kingdom Limited

Signed: _____

Name: _____

Position: _____

Date: _____

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 IBM 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 IBM 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;
- Seeking to support the employment of veterans by working with the MoD's Career Transition Partnership (CTP) and other initiatives such as insight days;
- Offering an former Armed Forces mentor to each veteran of our Military Services Community to help with the transition to civilian employment with IBM;
- Helping to improve the employability of service veterans by, for example, providing training leading to qualification in the use of IBM's security products, currently i2 and QRadar;
- Supporting our employees who wish to pursue roles in the Reserve forces, including by offering up to 10 days additional annual leave to accommodate their training and deployment where possible;
- Aiming to actively participate in Armed Forces Day;
- Continuing to develop and support an IBM network for service veterans and members of the Reserve forces to help improve our offer;
- Seeking to develop relationships with additional services groups and charities who can help us achieve our commitments;

2.2 We will publicise these commitments 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.