



## CISCO

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:

Cisco

Signed:

Name

Signature

Position: Chief Executive UK & Ireland

Date: 30<sup>th</sup> April 2018

Signed on behalf of:

Ministry of Defence

Signed:

Name

Signature

Position: Royal Signals Corps Colonel

Date: 30<sup>th</sup> April 2018



# 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 Cisco 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 Cisco 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:

- *actively participating in UK Armed Forces Day, Reserves Day and Armistice / Remembrance;*
- *visibly promoting we are an armed forces friendly organisation in our various premises, but also on social media and through other promotional channels;*
- *seeking to support the employment of veterans, young and old. In line with Cisco's worldwide policy as an equal opportunities employer, we will work with the Career Transition Partnership (CTP) and similar organisations. We support employment of UK veterans, service spouses and partners and welcome applications from all sections of the community including the 'Wounded, Injured or Sick'. Where applications are received from veterans and spouses who meet all the essential employment criteria we will guarantee them an interview;*
- *seeking to support all Cisco employees who have links with, or an interest in, the armed forces through the Cisco VETS employee resource organisation (An internal network for support);*
- *striving to support the employment of Service spouses and partners by endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment. Offering flexible remote working where possible.*
- *continuing to encourage volunteering activities by our employees including engagement with and/or fund raising for registered Armed Forces charities.*

- *Cisco's global Time2Give policy encourages its employees to actively volunteer by granting the benefit of 5 days paid leave each year which can be used for skilled volunteering or fundraising;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible in accordance with the Cisco Military Leave policy. Employees can use their 5 paid Time2Give days leave for Reserve force training purposes;*
- *supporting those leaving the services and seeking to start their own business through Cisco's continuing support as a founding corporate partner of X Forces, offering mentoring from employees, use of Cisco resources and technology and other services as required.*

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.