



Vodafone UK Ltd

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.

Vodafone UK Ltd

Signed:

Position: Chief Technology Officer

Date: 29 June 2018

The Ministry of Defence

Signed:

Name: Lt Gen Nick Pope CBE

Position: Deputy Chief of the General Staff

Date: 29 June 2018



Ministry
of Defence

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 Vodafone UK Ltd 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 Vodafone UK Ltd 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 ourselves as an armed forces-friendly organisation*
 - *Continue to offer our Armed Forces and their families a commercial discount.*
 - *Continue to offer a contract break in the event of an overseas posting to our Armed Forces and their families under Commercial Fairness.*
 - *Take part in Network led celebration of Armed Forces Day, with a focus on raising internal awareness by holding key events at our Newbury HQ and other key hub sites*
- *Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
 - *Have an effective presence at local careers fairs to promote the opportunities for employment at Vodafone.*
 - *Provide and maintain a dedicated HM forces recruitment portal on our careers website.*

- *Look to offer work placements facilitated by our current Armed Forces employee community.*
- *Endeavouring to work with other partner organisations who have signed up to the Armed Forces covenant, such as Barclays' and their VETS initiative.*
- *Offering a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- *Supporting our employees who choose to be members of the Reserve forces, including, but not limited to, accommodating their training and deployment where possible.*
 - *Grant all reservists 5 days paid leave and flexible unpaid leave in addition to the annual entitlement stated in their contract for the purpose of their continuous military training;*
- *Encouraging the expansion and development of our Armed Forces Employee Network for service leaver alumni, reservists, employees with family members in the Armed Forces and those interested in taking an active role in supporting the Covenant pledges;*
- *Actively seeking to champion the benefits of employing ex and current military personnel via our careers website, case studies, and communications within the business.*

2.2 We will publicise these commitments through our literature and website, setting out how we will seek to honour them.