



## Tesco PLC

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.

### Tesco PLC

Signed:

A handwritten signature in black ink that reads 'Jason Tarry'.

Name: Jason Tarry

Position: Chief Executive Officer, UK & ROI

Date: 30 October 2018

### The Ministry of Defence

Signed:

A handwritten signature in black ink that reads 'Gerhard Wheeler'.

Name: Brigadier Gerhard Wheeler CBE

Position: Head of Reserves Policy

Ministry of Defence

Date: 30 October 2018

The Tesco logo, consisting of the word 'TESCO' in a bold, red, sans-serif font. Below the text are four blue diagonal stripes.



Ministry  
of Defence

# 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 Tesco 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 Tesco recognises the value serving personnel, reservists, veterans and military families bring to our business and the communities where we operate. We will seek to uphold the principles of the Armed Forces Covenant, by supporting:

**A. Serving Veterans.** Supporting the employment of veterans Career Website/CTP/Officers Association/Mentoring:

- Through recruitment to Tesco by ensure an effective partnership with CTP and The Officer's Association.
- Ensuring military joiners are supported on arrival in the business through effective internal mentoring, an Armed Forces Network and signposting to support if required.
- External mentoring of service leavers to provide general guidance on leaving the Armed Forces.
- Supporting the Armed Forces Community in establishing their own businesses through:
- Facilitating Mentoring with Tesco colleagues for Armed Forces Community Entrepreneurs looking for particular expertise.
- Facilitating Opportunities for Armed Forces Community Entrepreneurs to supply or service Tesco.

**B. Serving Military Families.** Supporting the employment of service spouses and partners:

- Ensuring military families are supported through Mentoring, an Armed Forces Network which can signpost to further support; and
- Ensuring flexibility around life changes due to their partners' military service to ensure colleagues are not disadvantaged.
- Serving Reservists and Cadets. We will continue to show our support by:
- Continuing to be a great employer of Reservists and to promote the benefit of Reserve service to colleagues and our business.
- Promoting the use of Bags for Help to enable Cadet Units to access financial support.

**C. Serving Military Charities.** We commit to continue to support military charities by:

- Maintaining The Royal British Legion and Poppy Scotland as an official charity partner and supporting their Poppy Appeals.

- Working with Armed Forces Charities to help develop their operation and, where appropriate, sell products which raise money for their cause.

**D. Other Service to the Armed Forces Community.** In addition to the support we pledge to the specific groups above we also commit to:

- Encourage businesses in our supply chain to sign up to the Armed Forces Covenant.
- Build on the support we provided to Armed Forces Day 2018.
- Provide care/welfare packages to troops deployed abroad.
- Running an annual internal event to recognise and celebrate support we have delivered as well as promote further support to the Armed Forces.
- Continue to explore other ways in which Tesco can show its support for an appreciation of the Armed Forces.

**These are underpinned by our continuing promises to;**

1. promote the fact that we are an armed forces friendly organisation, including by celebrating the contribution of our founder, Jack Cohen, who set up his first market stall with his demob money after seeing active service during the First World War, and by publicising our commitment to the Corporate Covenant;
2. seek to support the employment of veterans young and old through our ongoing membership of the Career Transition Partnership and recognition of the benefits which military experience can bring to our business;
3. strive to support the employment of Service spouses and partners, particularly where we have stores and other sites in areas with large armed forces communities;
4. endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partners deployment;
5. seek to support our more than 600 employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible, and by promoting the benefits of reserve service through our colleague magazine and colleague website to our 300,000 people throughout the UK;
6. offer support to our local cadet units in the communities where we operate;
7. aim to actively participate in Armed Forces Day and Wear four Uniform to Work Day in 2015, particularly through our stores in areas with large armed forces communities;
8. continue to support the Royal British Legion :S Poppy Appeal and Poppy Scotland
9. work with armed forces charities to develop and/or sell products which raise money for their causes.
10. And continue to explore other ways in which Tesco can show its support for and appreciation of the armed forces.

### Section 3: Communication

3.1 We will publicise these commitments through our communications channels