



AlixPartners

We, the undersigned, commit to honour the UK Armed Forces Covenant and support the UK Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Air Vice-Marshal (Retired) Jonathan Rigby CBE RAF

Signed on behalf of:

AlixPartners

General Sir Gordon Messenger KCB DSO & Bar OBE ADC RM

Signed on behalf of:

The Ministry of Defence and
Her Majesty's Armed Forces





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 AlixPartners will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- no member of the UK 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 AlixPartners recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the UK Armed Forces Covenant, by:

- promoting the fact that we are an armed forces-friendly organisation through our actions and an active Military and Veterans Advocate Network Employee Resource Group (ERG);
- seeking to support the employment of all veterans, and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;
- supporting Service spouses and partners who work for the Firm, helping Service spouses and partners to align their annual leave with the timing of a partner's deployment; and striving to ensure that Service spouses and partners are not disadvantaged through our hiring process;
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible and allowing line managers to approve a period of leave;
- recognise Armed Forces Day, and commemorate 11 November and Remembrance Sunday within the Firm's calendar

2.2 Our HR Team and global Military and Veterans Advocate Network Employee Resource Group (ERG) will lead the Firm's support for the UK military community (within and outside of AlixPartners) by:

- ensuring that all recruiting channels into the Firm are fully accessible to former servicemen and women and ensuring that their prior service experience is properly considered throughout the recruiting and onboarding process.
- assigning a mentor to each veteran joining the Firm to support their transition into civilian employment as a member of AlixPartners, helping them to develop the commercial experience required to complement the experience and knowledge gained whilst serving in the military.
- support engagement and attendance at events, enabling our people to better understand the sacrifices, contribution and life of the wider service community.
- learn from the skills evident within the military community in developing the operations of our Firm.

2.3 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.