



Hogan Lovells International LLP

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:

Hogan Lovells International LLP

Signed: *John Bright*

Position: *MANAGING PARTNER-UK+AFRICA*

Date: *21 January 2019*

**Hogan
Lovells**

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.

1. Principles of the Armed Forces Covenant

1.1 We Hogan Lovells International LLP 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.

2. Demonstrating our Commitment

2.1 Hogan Lovells International LLP 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:

- Continuing our long standing partnership with the Royal British Legion, providing legal advice, representation and emotional support to veterans and bereaved Service families.
- Providing a dedicated pro bono programme specifically supporting veterans in War Pensions and Armed Forces Compensation Tribunals. This vital work provides assistance to those who would not otherwise be able to access legal representation, ensuring those that need it receive the level of financial support they are entitled to for illness or injury caused as a result of their military service.
- Supporting the annual poppy appeal collection to raise funds for the Royal British Legion.
- Supporting employees to volunteer and raise funds for Armed Forces charities, including matched funding.
- Seeking to support the employment of all veterans.
- Supporting our employees who choose to be members of the Reserve forces by accommodating their training and deployment where possible in line with our Army Reserve and Auxiliary Forces policy.
- Striving to support the employment of Service spouses and partners by offering flexibility in granting leave before, during and after a partner's deployment, including compassionate leave as necessary.

2.2 We will publicise these commitments through internal communications and externally on our website as appropriate.