



## Marsh 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.

### Marsh Ltd

Signed:

A handwritten signature in black ink, appearing to read "Chris Lay".

Name: Christopher J Lay

Position: Chief Executive Officer

Date: 19 March 2019

### The Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to read "Gerhard Wheeler".

Name: Brigadier Gerhard Wheeler CBE

Position: Head of Reserves, Reserve Forces & Cadets

Date: 19 March 2019



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 Marsh 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 Marsh 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 the fact that we are an armed forces-friendly organisation;*
- *Seeking to support the employment of veterans young and old;*
- *Actively supporting the Lloyd's Military Network as sponsoring company for their Work Placement Programme for Service leavers,*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *Seeking to support our colleagues who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; including an additional 8 days paid leave,*
- *Continuing to support Remembrance activities at the Tower of London by providing time for our colleagues to volunteer at the Tower during this period,*
- *Seeking to develop our own Veteran intern programme, in conjunction with the Lloyd's Military Network, to support younger Service leavers around the country;*
- *Actively promoting Marsh Magic, which will match our colleagues donations to Service charities up to £300,*

- *Aiming to host a number of industry insight events throughout the year to assist Service leavers in the process of transition out of the forces,*
- *Provide all necessary assistance for any Wounded, Injured and Sick service leavers, whether that be for a physical injury or otherwise.*

2.2 We will publicise these commitments through on our website.