



TP ICAP

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.

TP ICAP

Signed:

A handwritten signature in black ink, appearing to be "M. Smith".

Position: Group Chief Executive

Date: 3 June 2019



The Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to be "T. Ellwood".

Name: The Rt Hon Tobias Ellwood MP

Position: Minister for Defence People and Veterans

Date: 3 June 2019



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 TP ICAP 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 TP ICAP 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; and publishing this covenant on our website and intranet*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *as set out in our employee handbook, seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *raising awareness and encouraging charitable giving by our employees through Poppy Day and inviting applicants from Armed Forces Charities to participate in ICAP Charity Day*
- *championing our employee-led veterans' network in order to promote and support veterans and the diverse experience they bring to TP ICAP*
- *supporting external placements in TP ICAP, through the Army External Placements Programme*
- *recognising Armed Forces and Reservists day by company wide communications and TP ICAP social media.*

2.2 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.