



**ARMED FORCES
COVENANT**

KPMG 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:

KPMG LLP

Signed: 

Signed on behalf of:

Ministry of Defence

Signed: 

Name: The Rt Hon Tobias Ellwood MP

Position: Deputy Chair

Position: Minister for Defence People and Veterans

Date: 2nd July 2019

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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 KPMG 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.

Section 2: Demonstrating our Commitment

2.1 KPMG 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;
- Promoting the vast range of skills and experience of service leavers and veterans have and how it can benefit KPMG;
- Seeking to support the employment of service leavers and veterans through tailored programmes and insight days, ensuring collaboration with Career Transition Partnership (CTP) and the Officer Association (OA). Through "Forces in the Firm", KPMG ensure a smooth transition of service leavers and offers an individual support system;
- Support the employment of Service spouses and partners; through "Forces Families Jobs" and collaborative working with "Families Federations";
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- Support our employees who choose to be members of the Reserve forces, allowing 15 days paid holiday each year to accommodate their training where possible;
- Support our employees who choose to act as instructors for the Sea, Army and Air Cadets, allowing 6 days of charitable paid holiday to accommodate their service where possible;

- Actively participate in Armed Forces Day; through companywide and local events with supporting media communications;
- KMPG are a Gold Employer Recognition Scheme award holder and advocates of Defence. Through their pivotal role in the "City Veterans Network" they share best practice and offer business 2 business mentorship.

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 clients on how we are performing.