



VMware UK 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.

Signed on behalf of:

VMware UK Ltd

Signed: _____

A handwritten signature in black ink, appearing to be "A. H. H. H.", written over a horizontal line.

Position: _____

V.P W-W CS-TAM

Date: _____

7th Dec 2020

vmware®

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 VMware 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 VMware 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, internally to our employees through our Veterans@VMware demographic-based Power of Difference (POD) community and externally through the Diversity & Inclusion, Benefits and Careers section(s) of our website*
- *Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in giving access to job vacancies via CTP along with participation at career fairs and ensuring all of our business functions are aware of the opportunities available to employ service veterans.*
- *Striving to support the employment of Service spouses and partners, through existing Distributed Work Policies that permit Flexible and Remote working practices and support in the form of infrastructure and technology to offer the capability to work from almost any location in the UK*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, through existing Time Off policies that support short absences to deal with unforeseen challenges*
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible and granting an additional ten days paid leave to support attendance for their Annual Continuous Training (ACT) commitment as defined in our Reserve Forces Training and Mobilisation policies*
- *Aiming to actively participate in Armed Forces Day*
- *Offering discount on our VMware User Group (VMUG) Advantage membership fee*
- *Establishing an EMEA Chapter to our Veterans@VMware demographic-based POD to facilitate internal veteran and reservist communities*
- *Providing employees, the opportunity to donate to Armed Forces charities and receive gift matching, through our VMware Foundation.*
- *Providing employees, the opportunity to support Armed Forces and Cadet Forces organisations through Service Learning, of up to 40 hours per*

employee per calendar year, through the VMware Foundation. Upon completion, employees will be eligible for a credit to donate to a non-profit of their choice.

- Support the continued physical fitness of our veterans, reservists and employees in general, by contributing to Fitness Centre/Classes, through the VMware Wei/Being Allowance*
- Conducting quarterly reviews, through the EMEA Chapter of our Veterans@VMware POD, on delivery of Covenant pledges*
- Reviewing and refreshing our Armed Forces Covenant on a regular basis*

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.