



Corporate Covenant

The Armed Forces Corporate Covenant

Equiniti

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 **Equiniti**

Signed:

Name: Clancy Murphy

Position Held: Director of People and Change

Date: 29/10/13

 **EQUINITI**



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 Corporate Covenant

1.1 We **Equiniti** 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 **Equiniti** 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:

- *seeking to support the employment of veterans young and old;*

We recognise the valuable transferable skills, unquestionable work ethic and commitment that veterans have demonstrated in their career in the Armed Forces. We also recognise that encouraging applications from a well qualified pool of candidates will support our business growth. For these reasons we are proud to commit to supporting the employment of veterans in our business. We want to ensure that veterans are aware of the opportunities available across Equiniti and will advertise all of our external vacancies on the Career Transition Partnership Right Job website as well as committing to participation in two CTP employment fairs each year. Our belief is that this will result in greater visibility of available opportunities for veterans and good quality applicants for Equiniti. In addition we will commit to offering five trial attachments of 6 weeks in duration each year to service leavers to enable them to gain corporate experience which will help them transition to a career in civilian life.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

We have supported and will continue to support those who serve as members of the Reserve forces, and our HR policies are explicit around this commitment.

- *Supporting our Armed Forces through our CSR activities*

Equiniti have a history of supporting Armed Forces charities through our regular corporate and employee fundraising activities. ABF, The Soldiers' Charity was our national charity in 2012 and 2013. Our commitment is to continue to encourage this support amongst our workforce and publicise our commitment to the Armed Forces Corporate Covenant as part of our CSR activities in our Annual Report

2.2 We will publicise these commitments through our literature setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.