



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

**Accenture (UK) Limited**

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 Accenture (UK) Limited

Signed:

Name: Oliver Benzecry

Position Held: Managing Director, Accenture UK & Ireland

Date: 10 March 2015

  
**accenture**



**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 Accenture (UK) Limited 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.

**2.1 Accenture (UK) Limited 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;**
  - We will publicise our corporate covenant commitments on our website.
  - We will promote our commitments through our recruitment campaigns.
  - We will create an environment where former members of the Armed Forces and members of the Reserve Forces feel supported through internal communities and groups.
- **Seeking to support the employment of veterans young and old;**
  - We will ensure that Accenture employment opportunities are made available to service leavers through our relationships with the Careers Transition Partnership, Officers' Association and other organisations that actively support service leavers.
  - We offer assisted entry routes into Accenture to support veterans in making the transition out of the military by providing structured technical training programmes.
  - We offer Accenture Insight Days and Webinars for able-bodied and wounded ex-service personnel
  - We seek to support our employees who choose to be members of the Reserve forces by accommodating their training and deployment where possible.
- **Striving to support the employment of Service spouses and partners;**
  - We endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
  - Supporting Accenture veterans and Reservists to use their allocated charity days to support their chosen charities.

**2.2 We will publicise these commitments as appropriate through our literature and on our website.**