



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Bishopsgate Financial

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 Bishopsgate Financial Consulting

Signed:

Name: Mike Hampson

Position Held: CEO

Date: 21/05/2014

 **Bishopsgate Financial**
Our People. Your Success.



**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 Bishopsgate Financial 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 Bishopsgate Financial 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:

- *Offering permanent employment to both able bodied and wounded, injured and sick veterans through our industry recognised Advance Training Programme, designed to employ, train, mentor and support ex service personnel developing a career in the city*
- *Considering permanent remote access work stations for injured veterans whose condition or circumstance precludes travel to and from work and where commercially viable*
- *Offering up time for our ex-military staff to provide accessible one-to-one advice to veterans in our offices. We will also make members of our staff available to the Recovery Careers Service in London to discuss transition and careers without relation to their potential employment choices*
- *Developing enduring relationships with the Career Transition Partnership, individual service groups and associated military charities, particularly those focussed on the long term injured.*
- *Supporting employees who choose to be members of the Reserve Forces.*
- *Promoting the fact that we are an armed-forces friendly company through consistent advertising and support to the military in accordance with our covenant*
- *Offering employees the chance to support service charities through our terms and conditions of employment*
- *Actively seeking to extoll the benefits of employing former military personnel*
- *Endeavouring to offer a degree of flexibility in granting leave for service spouses and partners before, during and after a partner's deployment*
- *Recognising the possibilities for ex-military personnel discharged on medical grounds to require additional flexibility for appointments and specialist treatment*

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.