



**Corporate
Covenant**

The Armed Forces Corporate Covenant

JPMORGAN CHASE & CO.

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of JPMorgan Chase & Co.

Signed:

Name:

Rupert Terry

Position Held:

EMEA Head of HR, J. P. Morgan Asset Management

Date:

24 JUNE 2015

Witnessed:

Name:

Lieutenant General Mark Poffley OBE

Position Held:

Deputy Chief of the General Staff, Ministry of Defence

JPMORGAN CHASE & CO.



**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 JPMorgan Chase & Co. 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 JPMorgan Chase & Co. 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;*
- *seeking to support the employment of veterans young and old;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.*

2.2 We will publicise these commitments through our literature and 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.

Demonstrating our Commitment

Pledge	What we commit to doing
Promoting the fact that we are an armed forces-friendly organisation.	<ul style="list-style-type: none"> • Publicising our Corporate Covenant commitments through our website. • Continuing to support serving personnel, veterans, military families and military charities through the activities of our VETS Business Resource Group.
Seeking to support the employment of veterans young and old.	<ul style="list-style-type: none"> • Continuing to work with the Career Transition Partnership to assist the transition into the civilian workplace of highly motivated and experienced veterans who are leaving the Armed Forces. • Considering offering an interview to veterans, young and old, if they meet the selection criteria laid out in a job advert. • Continuing to work with the Recovery Career Service to support the employment, where appropriate, of wounded, injured or sick veterans. • Continuing to hold briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities for employment in our business.
Striving to support the employment of Service spouses and partners.	<ul style="list-style-type: none"> • Considering offering an interview to Service spouses or partners if they meet the selection criteria laid out in a job advert.
Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.	<ul style="list-style-type: none"> • In accordance with our HR guidelines, looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the Service person has leave to spend time with their family. • In accordance with our HR guidelines, considering whether paid leave is appropriate for employees who are bereaved or whose loved ones are injured.
Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.	<ul style="list-style-type: none"> • Encouraging reservists in our business to participate in Reserves Day, if compatible with their role. • Accommodating reservists' training commitments by offering up to ten days of paid military leave per year. • In accordance with legislative requirements and our HR guidelines, accommodating mobilisation of our reservists if they are required to deploy on military service. • In return, we expect that reservists declare themselves as such to allow the Ministry of Defence to build an open relationship with us, including by giving good notice of when a reservist is needed for training or operations, in order to help us plan ahead.

JPMORGAN CHASE & CO.