



**Corporate
Covenant**

The Armed Forces Corporate Covenant

LV=

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 Liverpool Victoria Friendly Society

Signed:

Name: Julia Tyson

Position Held: HR Director

Date: 25 June 2015



**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 LV= 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 bereaved.*

Section 2: Demonstrating our Commitment

2.1 LV= 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, we work with the Careers Transition Partnership to promote employment opportunities for ex-serving military personnel;*
- *supporting our people who are in the army reserve, armed forces reservists or cadet forces volunteers through our 'Time off to Volunteer' policy which has provision for up to 10 days matched leave per year;*
- *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; our people management policies have provision to support Service spouses and partners during a period of deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including provision to accommodate their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools;*

- *encourage our people to volunteer for local cadet groups as cadet helpers or instructors; our 'Time off to Volunteer' policy makes provision for time off in support of this;*
- *considering requests for donations from local cadet forces in the communities around our 16 UK offices;*
- *actively supporting Armed Forces Week by encouraging our c.6,000 employees to get involved in Reservists Day. We will support the day with internal and external communications.*

2.2 We will publicise these commitments through our internal policies and working practices, our promotional 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.