



# BlackRock Investment Management (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:  
BlackRock Investment Management (UK) Limited.

Signed: \_\_\_\_\_

Name: David J. Blumer

Position: Head of Europe, Middle East and Africa for BlackRock

Date: 24/11/2016

# BLACKROCK®

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 Covenant

1.1 We BlackRock Investment Management (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.*

## Section 2: Demonstrating our Commitment

2.1 BlackRock Investment Management (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:

- *running the BlackRock Veterans Network, VET, which contributes to the success of the firm by engaging, sponsoring, and supporting activities and programs which assist veterans and their families, both already in the workplace and those transitioning from military life;*
- *participating in the City Veteran's Network and engaging with veteran's networks at other firms within the industry to share best practice and to conduct collaborative fundraising activities;*
- *promoting the fact that we are an armed forces-friendly organisation – the BlackRock Veterans Network, VET, is fully promoted alongside the other Employee Networks as part of the firm's commitment to diversity and inclusion;*
- *conducting philanthropic activities in support of both military and non-military charities through activities such as supporting London Poppy Day and by fundraising for the BlackRock Charity of the Year (this in turn helps raise the internal profile of the BlackRock Veterans Network);*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service*

*Leavers, this is done in part by holding periodic open days to provide Service leavers and military veterans with a broad introduction to life in asset management, with a focus on career paths open to ex-military and by offering an annual internship programme specifically tailored for Veterans of the UK Armed Forces;*

- *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;*
- *aiming to actively participate in Armed Forces Day;*
- *as a part of the normal business of the firm, being involved in the innovation and management of investment solutions designed to give armed forces charities the opportunity to invest across Financial Markets, such as the Armed Forces Common Investment Fund*

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.