



Corporate Covenant

The Armed Forces Corporate Covenant

Lloyds Banking Group

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.

Matt Young
Group Corporate Affairs
Director
Lloyds Banking Group
22nd June 2015

Rupert McNeil
Group HR Director
Lloyds Banking Group
22nd June 2015

Julian Brazier TD MP
Minister for Reserves
Ministry of Defence
22nd 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 Lloyds Banking Group 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: Our Commitments

2.1 Lloyds Banking Group 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:

- *Internally promoting the fact that we are an armed forces-friendly organisation including publicising our commitments with our employees and setting out how we will seek to honour them;*
- *Where appropriate supporting the employment of veterans young and old;*
- *Supporting our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *Working with local Armed Forces Charities in helping ex service personnel get “work ready” by way of interview practice and guidance.*