

The Armed Forces Corporate Covenant

WM Morrisons Supermarkets plc

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 WM Morrisons

Signed: Dring TAN

Name: David Potts

Position Held: Chief Executive Officer

Date: 15 . 10 . 15

Signed on behalf of the MOD

Signed: Mash lide

Name: Brig Mark van der Lande

Position Held: HD of Reserve Forces

Date: 15 Octobe 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.

- 1.1 We WM Morrisons Supermarkets plc 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 WM Morrisons Supermarkets plc 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 and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;
 - advertising all relevant job opportunities on the CTP website, and partnering with the CTP to enhance other methods of attracting and employing veterans young and old in to our organisation;
 - seeking to fully recognise relevant military skills, experience and qualifications when assessing candidates;
 - 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, as set out in our Voluntary Reserve Forces Policy;
 - aiming to actively participate in Armed Forces Day;

communication methods, subject to co-ordination with other corporate news activity.				