



R3: Financial Services Group 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:

R3: Financial Services Group Limited

Signed: _____

Name: Robert Proudman _____

Position: Director _____

Date: 28/02/17 _____



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 R3: Financial Services Group 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 R3 Financial Services Group 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:

- ***promoting the fact that we are an armed forces-friendly organisation;***
 - *We will publicise our Corporate Covenant on the Forces Discount website and we will display the Corporate Covenant logo on the website, social media and printed literature.*
 - *We will continue to source, negotiate and provide travel services and products designed for Armed Forces Personnel, their families, service leavers, reservists and veterans.*
- ***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;***
 - *We will endeavour to actively promote vacancies through the ctp right job board to provide opportunities for ex-force members to be made aware of positions available and apply.*
- ***striving to support the employment of Service spouses and partners;***
 - *We will continue to employ Services spouses and partners within the business and provide appropriate training and development*
 - *We will seek, where possible to provide flexible working patterns*
 - *We will advertise employment opportunities within the Armed Forces Community at appropriate opportunities and locations through our network of contacts.*

- *Where reasonable we will endeavour to accommodate flexibility of work place should staff need to move to accompany their partner as a result of deployment or military posting.*

- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
 - *We will sympathetically review requests for leave to accommodate a partners deployment*
 - *We will consider special paid leave for employees who are bereaved or whose partner is injured.*

- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
 - *We will accommodate Reservist' training commitments where possible*

- ***aiming to actively participate in Armed Forces Day;***
 - *We will promote Armed Forces Day to increase awareness internally*

- ***offering a discount to members of the Armed Forces Community;***
 - *We will continue offering discounted products and services to the armed forces, their families, Reservists, service leavers and veterans*

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.