



Savills (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:

Savills (UK) Limited

Signed:

NMcGonigle

Name:

Noel McGonigle

Position:

HR Director UK & Europe

Date:

6 April 2017



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 Savills (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 Savills (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:

- *promoting the fact that we are an armed forces-friendly organisation by;*
 - *displaying our AFC and ERS logo on our website and signature blocks and actively informing our employees, clients and business partners that we support the Armed Forces;*
 - *actively supporting Armed Forces Day and Reserves day, when we will encourage our reservists and cadet instructors to wear uniform to work;*
 - *encourage our employees to attend Defence engagement events to build a greater understanding of the benefits military skills and training bring to the workplace;*
- *seeking to support the employment of veterans young and old by;*
 - *working with the Career Transition Partnership (CTP) and the Officer's Association (OA), in order to establish a tailored employment pathway for Service Leavers;*
 - *working with Buildforce to facilitate employment opportunities for veterans;*
- *Supporting our employees who are Service spouses by:*
 - *endeavouring to offer a degree of flexibility in granting leave before, during and after a partner's deployment*

- *seeking to support our employees who choose to be members of the Reserve forces by:*
 - *accommodating their annual training by providing 10 days additional paid annual leave;*
 - *providing a specific HR policy for our reservist employees;*
 - *actively promoting the reserves internally and facilitating opportunities for our employees to find out more*
- *offering support to our local cadet units, either in our local community or in local schools by:*
 - *advertising our apprenticeship programme to the cadet talent pool;*
 - *supporting our employees who are adult cadet instructors by providing 10 days additional paid annual leave to complete annual training;*
- *Supporting military charities including the RBL and Help for Heroes*

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.