



ManpowerGroup UK

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 ManpowerGroup UK:

Signed:

Name: Mark Cahill

Position: Managing Director

Date: 2nd May 2017

Signed on Behalf of Ministry of Defence:

Signed:

Name: Lt Gen Richard E Nugee CVO, CBE

Position: Chief of Defence People (CDP)

Date: 2nd May 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 ManpowerGroup UK 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 ManpowerGroup UK 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 logos on our internal and external websites and actively informing our employees, clients and business partners that we support the Armed Forces;*
 - *supporting Armed Forces Day and Reserves day, when we will encourage our reservists and cadet instructors to wear uniform to work;*
 - *encouraging our employees to attend Defence engagement events to build a greater understanding of the benefits military skills and training bring to the workplace;*
- *actively supporting the employment of service leavers, veterans and the wounded injured and sick by;*
 - *offering work placement and recruitment opportunities through our subsidiary Right Management and the Career Transition Partnership (CTP);*
 - *building an internal network for our armed forces personnel to connect and communicate;*
 - *aiming to work with charities to support those veterans with disabilities to enter the workplace such as Blind Veterans UK*

- *Supporting military partners and spouses by;*
 - *working with the Military Families Federations to explore opportunities to support the spousal community and where possible to offer free CV and career workshops, to military spouses within their local communities;*
 - *endeavouring to offer flexibility and time off for operational employees who are military spouses before, during or after their partner's mobilisation;*
 - *where possible, seeking relocation opportunities at other Manpower offices in the event of a partner's reposting.*
- *seeking to support our operational employees who choose to be members of the Reserve forces by:*
 - *offering 10 additional paid days annual leave to support their annual training and a further 5 days unpaid for employees who are High Readiness Reserves;*
 - *providing a specific HR policy for our reservist employees and publicising it internally;*
 - *encouraging our employees to join the reserves by facilitating attendance at Defence led leadership challenge events and hosting military reservist recruiting teams on our premises.*
- *offering support to our local cadet units, either in our local community or in local schools by;*
 - *inviting cadets to apply to our apprenticeship schemes;*
 - *supporting our operational employees who are adult cadet instructors by allowing flexibility, where possible, to complete annual training;*
- *Continue our support of the Royal British Legion where we have supplied resource and facilitated over £300,000 of fundraising.*

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.