



London Stock Exchange 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.

Signed on behalf of:
London Stock Exchange Group

Signed: 

Name: Xavier de Maeter

Position: CEO

Date: 20 Sep 2017

Signed on behalf of:
Ministry of Defence

Signed: 

Name: Daniel Evers

Position: Defence Minister

Date: 19 Sept 2017



London
Stock Exchange Group

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 the, London Stock Exchange 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: Demonstrating our Commitment

2.1 LSEG 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 and value the skills that military training and experience can bring to our diverse talent base*
- *Seeking to support the employment of Veterans young and old by linking the Career Transition Partnership (CTP) to our careers website*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, subject to operational requirements*
- *Seeking to support our employees who choose to be members of the Reserve Forces, including looking to develop a supportive policy to accommodate mandatory training requirements in due course, subject to operational requirements*

- *Aiming to actively participate in Armed Forces Day*
- *Supporting the Royal British Legion's Poppy Appeal at our offices each year*
- *Seeking to support via the LSEG Foundation Veterans' charities each year, in line with LSEG Foundation's core mission to help young and disadvantaged people realise their full potential through the development of life skills and business enterprise*
- *Offering to host events at LSEG to profile Veterans and the important role of the Armed Forces*

2.2 We will publicise these commitments through our Corporate Responsibility Report, published on our website, providing updates on how we are honouring them.