



## **BNY MELLON**

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:  
**BNY MELLON**

Signed: Reanneke Kruit

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Position: CEO, Newton Investment Management

Date: 22<sup>nd</sup> October 2018

Signed on behalf of:  
**Ministry of Defence**

Signed: Nick Carter

Name: General Sir Nicholas Carter  
KCB CBE DSO ADC Gen

Position: Chief of the Defence Staff

Date: 22<sup>nd</sup> October 2018



**BNY MELLON**

# 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, BNY Mellon, 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 BNY Mellon 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;
- promoting the diverse range of skills and experience that Service Leavers and veterans have and how this can benefit BNY Mellon;
- supporting the transition and employment of veterans through our annual Returning Military Programme internship, company insight days and working with the Career Transition Partnership (CTP) to establish a tailored employment pathway for Service Leavers;
- supporting our employees who choose to be members of the Reserve or Cadet forces by providing an additional 10 days of paid holiday each year and accommodating their training and deployment where possible;
- actively participating in and recognising Armed Forces and Reserves Day, including a specific company-wide event in the UK with supporting media communications;
- using BNY Mellon's veterans to support Service Leavers through informal advice and more formal structures and mentoring;
- identifying ways to support the employment and requirements of Service spouses and partners;
- collaborating with partners to share best practice in order to enhance the support provided to Service Leavers and veterans by BNY Mellon and the financial services industry more broadly;
- supporting Service-related charities, including our partnership with The Poppy Factory, by creating a holistic and collaborative relationship to meet the needs of the charity, 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.