



Splunk

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:

Splunk

Signed: 


Name: TIMOTHY ANKERS

Position: DIRECTOR

Date: 8th November 2018

Signed on behalf of:

Ministry of Defence

Signed: 

Name: Hoolok

Position: CGO ISS

Date: 8th November 2018

splunk 

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 Splunk 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.* Splunk is committed to providing the support and flexibility required to support the injured and bereaved

Section 2: Demonstrating our Commitment

2.1 *Splunk 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; Where possible and appropriate*
- *Splunk will display and promote the Armed Forces covenant on related marketing and communications material. Splunk will publicly celebrate our internal military community as well as those currently serving by supporting Armed Forces day and other Armed Forces events.*
- *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 appoint a volunteer Military Program Manager to support the veteran/spouse/reservist candidates into the Splunk workplace. Splunk will work with the Career Transition Partnership, to establish a tailored employment pathway for service leavers, including the wounded, injured and sick. Splunk will support UK not for profit organisations that are training veterans by providing free Splunk training (Splunk Fundamentals 1+2) for qualified current or ex-military personnel. Splunk will continue to support the AWS re:Start programme focussing on training selected veterans in Splunk technology.*
- *striving to support the employment of Service spouses and partners; Splunk will support the employment of Armed Services spouses and partners and will endeavour to find alternative employment within the business in another location if they need to relocate to accompany their partner.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Splunk will grant up to 10 additional*
- *paid days annual leave (Personal Time Off) to accommodate mandatory training for reservists*
- *Additional activities can be taken as either annual leave or unpaid leave at a line manager's discretion.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; Splunk will encourage employees to volunteer as Adult Cadet Instructors by supporting their annual training and by allowing them to use their volunteering entitlement.*
- *Aiming to actively participate in Armed Forces Day; Splunk will encourage employees to Support Armed Forces day by using their volunteering entitlement. Splunk will enable and encourage employees to use some of their annual volunteer days to support the Royal British Legion poppy appeal by selling poppies in our offices and supporting the London Poppy Day by for example, collecting at London transport hubs. Formally observing the 2-minutes silence on Armistice Day at all UK offices.*

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.