



Wellington Management International Ltd

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:

Wellington Management

International Ltd

Signed:

A handwritten signature in black ink, appearing to be 'A. J.', written over a light blue rectangular background.

Position: Head of Wellington MGMT INTL

Date: 15/02/2021

**WELLINGTON
MANAGEMENT®**

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 **Wellington Management International Ltd** 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 **Wellington Management International Ltd** recognises the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *running the Wellington Veterans' Network who seek to raise our employees' awareness of the transferable skills developed within the military and how these are beneficial to the finance industry, as well as helping Service Leavers gain a better understanding of the asset management industry and which roles are most suitable to each individual*
- *promoting the fact that we are an armed forces-friendly organisation; the Wellington Veterans' Network works closely with other firmwide networks to promote and undertake initiatives for diversity and inclusion*
- *seeking to support the employment of veterans young and old*
- *to support the employment of Service spouses and partners;*
- *looking to help Service Leavers better understand the careers open to them within financial services and how to apply and secure a role within the industry (through running regular workshops for Service Leavers in partnership with the Officers' Association)*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

- *seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible; and providing 10 days additional paid special leave*
- *seeking to support our employees who choose to volunteer as Cadet Force Adult Volunteers, including by accommodating their training and providing 10 days additional paid special leave*
- *aiming to actively participate in initiatives to raise funds for charities associated with the Armed Forces; such as raising money for the annual Poppy Appeal*

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.