



## BearingPoint Ltd

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**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:

**BearingPoint Ltd**

Signed:

A handwritten signature in black ink that reads "Stewart Joby".

Position: Partner

Date: 19 May 2021

**BearingPoint®**

# **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. BearingPoint Ltd will endeavour in all 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. BearingPoint Ltd recognises the value Serving Personnel, both Regular and Reservist, 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:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation to our staff, customers, suppliers, contractors and wider public.
- **Veterans:** supporting Veterans young and old – including both able bodied and wounded ex-Service Personnel – recognising military skills and qualifications in our recruitment and selection process.
- **Service Spouses and Partners:** supporting Service spouses and partners by reviewing leave requests sympathetically and providing a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment wherever possible.
- **Reserves:** supporting our employees who are members of the Reserve Forces by granting additional paid/unpaid leave for Reserve Forces training and supporting any mobilisations and deployments wherever possible.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in Military Cadet organisations, granting additional leave to deliver Cadet training events and attend training and development courses wherever possible; supporting local Military Cadet units through our Corporate Social Responsibility and Social Value initiatives; and recognising the benefits of employing Cadets/ex-Cadets within the workforce.
- **National Events:** actively supporting Armed Forces Day, Reserves Day, the Poppy Appeal and Remembrance activities.

2.2 BearingPoint Ltd will proudly publicise these commitments internally through Firmwide communications, and externally through our literature and on our social media channels.