



Pega Systems Limited

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:

Pega Systems Limited

Signed:

Position: President, Global Clients

Date: 18/10/2021

The Ministry of Defence

Signed:

Position: Second Sea Lord

Date: 18/10/2021

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 **Pega Systems Limited** 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 We recognise 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:

- promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- supporting the employability of military personnel, service leavers and veterans through our engagement with TechVets, making access to low-code development skills through the Pega Academy with industry-recognised formal certifications available free of charge.
- supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process.
- supporting veterans and their families employed at Pega through our global veterans@pega interest community with executive sponsorship and dedicated funding.
- seeking to support the employment of Service spouses and partners; and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- supporting our employees who are members of the Reserve Forces; granting additional paid & unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively supporting members of staff to who chose to become Reservists;
- supporting staff in their activities for Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities through our PegaCares programme.
- supporting staff who volunteer for Armed Forces charities in their fundraising activities through our global PegaCares programme.
- Supporting our customers across MOD in the development of better solutions to support serving personnel, service-leavers and veterans through ever-improving digital solutions and services.

2.2 We will publicise these commitments 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.