



## Corporate Covenant

# The Armed Forces Corporate Covenant

## Royal Mail Group

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 Royal Mail Group

Signed:

Name: Moya Greene

Position Held: CEO

Date: 28 July 2015

Signed on behalf of the Ministry of Defence

Signed:

Name: Rt Hon Michael Fallon MP

Position Held: Secretary of State for Defence

Date: 28 July 2015



# 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 Corporate Covenant

1.1 We **Royal Mail Group** 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 **Royal Mail Group** 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 actively championing our Reservists and their activities;
  - Encourage partner organisations / suppliers to join the Corporate Covenant scheme
  - Promoting the fact that we are an Armed Forces-friendly organisation by publishing our covenant in our depots, branches and offices and relevant external communication channels
  - Celebrating our forces support via our stamps and postmarks
  - Aiming to actively participate in Armed Forces Day and Reserves Day
- work with the Career Transition Partnership and Recovery Career Services to look for opportunities of employment for veterans and service leavers within RM Group;
  - Engaging with the Recovery Career Services to support, as far as is practicable, employment opportunities for wounded, injured or sick veterans
  - Working closely with the Career Transition Partnership to ensure relevant roles are advertised through their web site and promulgated at Jobs Fairs / Careers briefings
  - Holding Military Briefing to build understanding between the military and the private sector
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
  - Taking into account the military commitments of a spouse of a member of the Armed Forces when reviewing requests for leave
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and mobilisation.
- We will continue to work with Defence to make it easier for companies to get effective BFPO data to help enable them to resolve disadvantage to the Armed Forces community related to postcodes

2.2 We will publicise these commitments through our literature and website, setting out how we will seek to support them and inviting feedback from the Service community and our customers on how we are doing.