



## **Rathbones Group Plc.**

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**We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.**

Signed on behalf of:

Rathbones Group Plc

Signed:

A handwritten signature in blue ink, appearing to read 'Gaynor Gillespie'.

Name: Gaynor Gillespie  
Position: Chief People Officer  
Date: 7<sup>th</sup> November 2022

**Rathbones**  
Look forward

# 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, Rathbones Group Plc, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

## Section 2: Demonstrating our Commitment

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement, and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant by:

- **Promoting the Armed Forces:** we will promote the fact we are an armed forces-friendly organisation among current and future clients, colleagues, suppliers and the wider public
- **Recruitment:** we will seek to support the employment of veterans by working with the Career Transition Partnership (CTP)
- **Reservists:** we will seek to support where possible colleagues who choose to be members of the Reserve forces by accommodating their training and deployment. We provide reservists with one-week paid leave on top of their annual leave allowance for their reservist training and deployment
- **Service Spouses:** we will seek to offer flexibility where possible in granting leave for Service spouses and partners before, during and after deployment
- **Armed Forces Charities:** we will encourage colleagues to volunteer for Armed Forces Charities through our Colleague Volunteer Programme and where appropriate will match funds raised by colleagues who fundraise for Armed Forces charities
- **National Events:** we will seek to support where possible colleagues who wish to actively support national events including Armed Forces Day and Poppy Appeal Day

2.2 We will share our commitments on our website, setting out how we will seek to honour them and inviting feedback from the service community and our clients on how we are doing.