



Griffiths & Armour Group

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:

The logo for Griffiths & Armour, featuring the word "Griffiths" in blue, "Armour" in blue, and a large orange ampersand "&" between them.

A handwritten signature in blue ink, appearing to read "Matt Donnelly".

Matt Donnelly
Partner and Group Chief Executive,
General Insurance Division
Griffiths & Armour

January 2024

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
His 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, Griffiths & Armour Group, 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 to our staff, clients, insurers and the wider general public that we are an Armed Forces-friendly organisation
 - Publicise our Armed Forces Covenant on our website, careers page, intranet and social media
- **Employment support to members of the Armed Forces Community: We will**
 - Welcome applications from members of the Armed Forces Community
 - Endeavour to provide a degree of flexibility when granting leave for Service spouses and partners before, during and after a spouse/partner's deployment, wherever possible
 - Offer interviews to Veterans who meet the selection criteria for an advertised vacancy
 - Include reference to our pledge commitment in our Recruitment/Benefits literature
- **Reserves and Cadets: We will**
 - Support those members of our staff who are, or wish to become, members of the Reserve forces
 - Accommodate Reserve and Cadet training and deployment wherever possible, by providing flexible working arrangements and/or paid leave of absence as appropriate
- **Armed Forces Charities: We will**
 - Support Armed Forces charities
 - Support Poppy Appeal Day and Remembrance activities
 - Observe 2-minutes' silence throughout our offices in support of Remembrance Day
 - Support staff fundraising
 - Support staff who volunteer to organise events and take part