

Charter for the Financial Inclusion and Reintegration of Veterans in Ukraine

We, the Signatories of the Charter, are committed to supporting the reintegration of war veterans ("Veterans") into civilian life and protecting their access to employment, entrepreneurship, finance, and other economic opportunities, contributing towards a sustainable and inclusive financial sector in Ukraine.

We, the Signatories, acknowledge the importance of the Charter as part of a national and holistic approach to promote the economic inclusion of veterans and their families both as employees in the financial sector and in the real economy and as users of financial services. We also acknowledge that military service has significantly affected veterans' immediate families, by placing care responsibilities for the children and the elderly on veterans' spouses and negatively affecting the families' finances.

We, the Signatories, recognise the urgent need for support measures to be implemented by the financial sector to:

1. Make financial services more accessible and inclusive for veterans to access and use on an equal basis;
2. Remove obstacles that may impede veterans' ability to return to work through the introduction of inclusive HR policies and practices in the financial sector; and
3. Ensure safe, i.e. trigger-free and risk-free, spaces for veterans suffering from post-traumatic stress disorder.
4. Adopt accessibility improvements to support veteran clients and employees through the use of modified equipment or devices or physical modifications to the workplace and premises.
5. Support clients, who may employ or serve veterans, in becoming more inclusive and accessible businesses.

We, the Signatories, endorse the Charter, will make efforts for its implementation and intend to:

1. Designate a senior leader to champion the organisation's efforts to support veterans;
2. Introduce measures that will support the economic inclusion and reintegration of veterans into civilian life, as users of financial services and as employees in the financial sector; and
3. Inform the National Bank of Ukraine on the progress of the introduced measures on a regular basis, and publicly disclose such progress on an annual basis.

Name SURNAME

Chairman/Chairwoman of the Board

NAME OF THE BANK

(Date)