



HPC plc

**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:

HPC plc

Signed:

Name: Jason Morgan

Position: Chief Executive

Date: 9 MAY 2025

HPC

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.

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Section 1: Principles of The Armed Forces Covenant

1.1 We, **HPC plc**, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *No member of the Armed Forces Community should face disadvantages as a result from their service in the provision of public and commercial services.*
- *In some cases special treatment may be justified, especially for those such as the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 HPC plc 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 that our company is an Armed Forces friendly organisation.
- Displaying our Corporate Covenant logo on our website and relevant communications.
- Actively engage and support working with the Career Transition Partnership through our links with the British Compressed Air Society.
- Recognising transferable skills and qualifications gained in our Armed Forces, that can be applied to further benefit or enhance our own business and the industry we operate in.
- Supporting and promoting the employment of Armed Forces personnel through our recruitment and selection process.
- To guarantee to provide Armed Forces personnel who are transitioning to the mainstream workforce with interviews against published vacancies.
- Commit to develop veterans' skills through our company training schemes and industry recognised training and development programmes delivered by the British Compressed Air Society.
- Endeavour to offer a degree of flexibility in granting leave for Service spouses and partners, before, during and after deployment.
- Acknowledging the recognised contribution our Armed Forces make in relief of suffering to those affected by hardship, natural disasters and/or events, through the delivery of humanitarian aid and assistance.
- Actively promoting Armed Forces Day across all our UK sites and through our distribution network, through internal and external communications campaign.

2.2 We will publicise these commitments through communications and on our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community, our staff and our customers on how we are doing.