



Hardtech HV Ltd

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: **Hardtech HV Ltd**

A handwritten signature in black ink, appearing to read "Max Clarke".

Signed:

Name: Max Clarke

Position: Head of SHEQ

Date: 1st May 2024

Hardtech[®]

High Voltage Engineering

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 **System Engineering Group Ltd and Hardtech companies** 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 We recognise the value serving personnel, reservists, veterans, and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public. By linking our employees who served in person to those in society to express interest.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers. A new start career into a technical role or development in a workplace modern apprenticeship scheme. Our people are recognised for their desire and commitment, and we reward them with above average pay. We also provide support in areas of well-being and mental health through our JIB membership and private medical care.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners, partnering with the [Forces Families Jobs Forum](#); and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment. We are registered as an employer on the form and will look to post our job vacancies under the engineering jobs and other suitable categories. We recognise and support the Army Families Federation, the Naval Families Federation and Air Force Families Federation who listen to and help families look for new careers.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional paid/unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists. We will support our people who express a desire to serve in whatever capacity they wish, our team members act as mentors to help our employees who transition into alternative careers.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce. Supporting young

people is key to our B Corp values, as a business for good we will allow our people to volunteer in any cadet force organisation with annual leave and considered time off requests.

- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day, and Remembrance activities. Our employees may actively take part in national events and act as in person as ambassadors to join in any away day or act of remembrance.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist. Our people have a freedom to support any charitable act and provide support to any agency promoting the Armed Forces. We promote any charitable acts internally and, on our website, and through social media.

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing. In keeping with our company values of Competence, Reliability, Openness and Humility we will be transparent on our “working out loud” when it comes to honouring our commitment to the armed forces in society.