



## **Hardscape Products Ltd**

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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:

**Hardscape Products Ltd**

Signed: *Alex Warren*

Name: Alex Warren

Position: Managing Director

Date: 13<sup>th</sup> February 2024



**HARDSCAPE**

# 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, **Hardscape Products Ltd**, 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:

- **Employment support to members of the Armed Forces Community, including:**
  - Specific mention in job adverts of welcoming of new employment to ex-armed forces personnel.
  - Additional flexibility and support during recruitment to acknowledge the challenges Armed Forces personnel have in looking for new employment.
  - Appreciation of the wide range of transferrable skills and behaviours of Armed Forces personnel, such as resilience, self-discipline, attention to detail, time management, and problem solving.
- **Commercial:**
  - Continued support for projects where we supply materials for Armed Forces premises, Memorial Displays, or Remembrance Events.
- **Health:**
  - Wellbeing support for all staff, particularly those with mental health challenges, such as PTSD, to ensure it is not a barrier to team integration.
- **Civic responsibilities:**
  - Support for those employees wishing to join the Reserve Armed Forces or Cadet movement with flexibility and empathy.
  - Employees have dedicated paid volunteer days available to use each year, and support will be given especially to those which contribute towards Armed Forces related charities and events.

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