



## The HEX Group

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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:

**The HEX Group**

Signed: 

Name: Karen Barnacle

Position: Group People & Culture Director

Date: 1<sup>st</sup> August 2025



# **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, **The HEX 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 The Hex Group recognises the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation. We will seek to uphold the principles of the Armed Forces Covenant by:

- **Promoting the fact that we are an Armed Forces friendly organisation;**
- **Where we can and where relevant seeking to support the employment of veterans young and old;**
- **Striving to support the employment of service spouses and partners;**
- **Endeavouring to offer a degree of flexibility in granting leave for service spouses and partners before, during and after deployment;**
- **Seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and redeployment where possible;**
- **Offering support to our local cadet units, either in our local community or in local schools where possible;**
- **Aiming to participate in Armed Forces Day**

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 Armed Forces Community and our customers on how we are doing.