



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Hewlett Packard

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 Hewlett Packard, UK

Signed: 

Name: Dr Roger Hood QVRM TD DL

Position Held: Defence Advisor

Ministry of Defence



Rt Hon Mark Francois MP

Secretary of State for Defence
Personnel, Welfare and Veterans

28 June 2013



The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
Her 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 Corporate Covenant

1.1 We, HP Defence, 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 HP Defence recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *visibly promoting we are an armed forces friendly organization in our various premises, particularly in the head office of HP Defence in Hook, but also on certain advertising and in press features;*
- *seeking to support the employment of veterans young and old. In line with HP's worldwide policy as an equal opportunities employer, we frequently recruit service personnel into the UK business. HP has established links with agencies such as the Officers Association, MOD Defence Career Partnership, SSAFA and will look favourably on any broker that offers such an employment service;*
- *striving to support the employment of Service spouses and partners. HP Defence will give this a specific effort over the coming years;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment. HP already has a flexible employment model for categories of volunteer and the special circumstances of an employee, but further consideration will be given to this category;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible. HP's global policy encourages its employees to actively volunteer and several are members of the UK*

Armed Forces Reserves, as Volunteer Reserves and Regular Reserves. Reserve military service is encouraged and two weeks additional paid leave is granted annually;

- *aiming to actively participate in Armed Forces Day. HP traditionally observes this day and encourages Uniform to Work wearing;*
- *HP will continue to offer personal computing products through the Defence Discount Scheme.*

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.