



HS Infra - Forces Friendly Policy Statement of Intent

- We are committed to supporting the Military Community (Veterans, Reservists and Spouses) and we recognise the vital role that they play in protecting the country and the values and qualities they add to our Company.
- This policy defines how we will grant time off for training of Reservists. In addition, we support the release of employees called up for reservist duties during times of national or international crises, covering ex-Regular Reserve Forces, Volunteer Reserve Forces, High Readiness Reserve Forces and Sponsored Reservists.
- We also provide support to Veterans and Spouses of serving personnel to ensure they have access to welfare and medical services tied into the well-being programme.
- In recognition of the contributions made by reservists, we provide an additional 10 days paid leave and we are flexible in ensuring reservists are able to meet their obligated training if this conflicts with Company work commitments.
- When a Reservist is mobilised, we provide a point of contact (POC) for the Reservists family ensuring issues can be raised and dealt with as fast as possible. The POC is also tasked with engaging with the family to ensure they do not feel isolated and any transition runs as smooth as possible.
- CFAVs employed by HS Infra are entitled to up to 5 days paid leave to undertake their commitments to the Cadet Force as they are considered part of the wider Armed Forces Family and HS Infra encourage recruitment into the CFAV through its SharePoint site.
- Our CFAV's are supported much the same way as Veterans, Reservists and Spouses and we recognise their contribution to the Military Community, as Cadets are a good source of recruitment for the Armed Forces for the future.
- We take immense pride in our military heritage. The 2 Company Directors are both veterans; Debbie served 24 years and Steve served 30 years (2 as a Reservist).
- Our main source of recruitment comes directly from the military domain, using CTP and our wide network to recruit Service Leavers. We will always guarantee interviews to Service Leavers and Veterans as long as they are suitable for the role. And we routinely engage with the resettlement department of a local military base to actively seek service leavers for employment.
- Our veterans are the core ingredient of the company and each of them make significant contributions to the success of the business. Our Core Values and Principles underpin the decades of military service we have, and our ethos is about ensuring the military thread runs through every aspect of the business.
- All our employees are encouraged to support the Remembrance Parade locally where the majority of the HS Infra Armed Forces Family attend. We also hold a 2 minute silence on Remembrance Day which is observed company wide, no matter where our employees are.
- Since we formed in 2015, we have been committed to supporting service charities, such as the Royal British Legion, the British Forces Foundation, HOPLITE Charity, The Buchanan Trust and Hereford Help for Ukraine.