



Atlas Copco Compressors LTD

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:

Atlas Copco Compressors LTD

Signed:

A handwritten signature in blue ink, appearing to be 'J. Pollard', written over a horizontal line.

Name: Jason Pollard

Position: Business line Manager

Date: 14/08/2025



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, Atlas Copco, 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:

- Promoting the Armed Forces: We will actively promote the skills, values, and experiences of the Armed Forces community through our recruitment channels, careers events, and partnerships with military-focused organisations.
- Employment support to members of the Armed Forces Community: We will encourage applications from service leavers, reservists, veterans the cadet movement and military families for roles across our business, particularly in engineering, technical, sales, and operational positions. We will recognise transferable skills and provide onboarding, mentoring, and career development support to ensure a smooth transition into civilian roles.
- Communications, engagement and outreach: We will engage with the Armed Forces community through outreach programmes, job fairs, and online platforms, sharing information about opportunities at Atlas Copco. We will also work closely with military employment support organisations to match skilled individuals to suitable vacancies.
- Support for Reservists: Offer flexibility in working arrangements for employees who are reservists, enabling them to meet training and deployment commitments without detriment to their career progression.
- Recognition of Military Skills in Recruitment: Formally recognise military qualifications and experience as equivalent to relevant civilian accreditations where appropriate, to make recruitment pathways more accessible.
- Internal Awareness & Training: Provide training to hiring managers and HR teams on understanding the skills and experiences of the Armed Forces community, to ensure recruitment and onboarding processes are inclusive and informed.

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.