

## CORPORATE SOCIAL RESPONSIBILITY POLICY

HOBAN Recruitment has established a Corporate Social Responsibility (CSR) which demonstrates our continuing commitment to behave ethically in all aspects of our day to day business operations.

As a company we will add value to our employees, the local community and society as a whole, while contributing to Australia's economic development.

We will achieve corporate social responsibility by adopting practices that ensure HOBAN Recruitment operates in ways that meet, or exceed, ethical, legal, commercial and public expectations.

Corporate social responsibility shall engage all stakeholders in our business and will include strategies to make socially responsible decisions, conform to high standards of ethical behaviour and comply with all relevant legislative requirements.

HOBAN Recruitment defines our corporate social responsibility in three key areas:

- People
- Environment
- Community

### People

HOBAN Recruitment is committed to improving our employee's general health and well being, thus augmenting our staff's overall performance and productivity.

### Environment

HOBAN Recruitment values the importance of minimising our environmental impact. We have developed an Environmental Management Policy which describes our initiatives to reduce consumption of resources and make use of recycling initiatives wherever possible. HOBAN Recruitment complies with all relevant environmental regulatory requirements.

### Community

HOBAN Recruitment contributes to local communities Australia wide by supporting charity organisations. We enjoy ongoing involvement with community groups through corporate sponsorship, which is set at board level. In addition, HOBAN conducts recruitment activities to support people in the wider community by assisting them to become job ready.

Our Chairman, [Tony Beddison AC](#), is Chairman of the Prince's Charities Australia and a Director of the Australian War Memorial ANZAC Foundation. From 2004 to 2012 he was Chairman of the Royal Children's Hospital, Director of the Royal Children's Hospital Foundation and Director of the Murdoch Children's Research Institute. HOBAN financially supports the time Tony spends on his many philanthropic enterprises.