

## HOBAN EEO and Anti-Discrimination Policy

The Company is committed to the principle of EEO, and aims to foster an environment where all applicants and staff enjoy fair access to employment opportunities. All employment related decisions are based on merit and are not influenced by factors that are irrelevant to the person's ability to fulfil inherent job requirements.

We are also committed to principles of anti-discrimination and aim to prevent discrimination in the workplace. Discrimination is less favourable treatment, directly or indirectly, that relates to a person's gender, racial or ethnic background, religion, political affiliation, sexual preference or personal attributes, colour, physical features, industrial activity, pregnancy, status as a parent or carer, or personal association with a person with any of the above attributes. Discrimination can relate to employment opportunities but can also include harassment, bullying, victimisation or vilification. Every employee has the right to work without fear of discrimination. Discrimination, direct or indirect, will be treated seriously.

Our people are personally accountable for their adherence to our EEO and Anti-Discrimination Policy as part of their contribution to the ongoing success of the business. At HOBAN Recruitment we provide all employees with the opportunity to succeed...*because people are important.*