

Corporate Social Responsibility Policy

HOBAN has established a Corporate Social Responsibility (CSR) policy 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 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 defines our corporate social responsibility in four key areas:

- Environment
- Workplace
- Marketplace
- Society



Workplace

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

Environment

HOBAN 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 complies with all relevant environmental regulatory requirements.

Society

HOBAN 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.

HOBAN's recruitment strategies are inclusive to ensure our workforce reflects the diversity of the community and we will support our clients with achievement of their diversity objectives including:

- Indigenous Personnel - via our Indigenous recruitment and retention plan
- Our pathways to employment program will continue to offer opportunities to marginalised members of the community including new migrants, refugees, people with disabilities and long term unemployed

Marketplace

HOBAN takes its role in Corporate Social Responsibility seriously and has a sense of obligation to give back to the community through charitable ventures. As a recruitment business, we understand we have a positive role to play in providing jobs to people and the positive impact being financially secure brings to members of the community.

Internally, our staff are encouraged to seek out charitable work individually and regular company sponsored causes are undertaken within our office network. Examples where HOBAN has raised money for charities since 1 June 2017 are: Fight Cancer's Footy Colours Day, Cancer Council's Biggest Morning Tea, Cancer Council's Daffodil Day, Childhood Cancer Support's Talk Like a Pirate Day and the Salvation Army.