

Diversity Vision

HOBAN recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. HOBAN is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our business as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the business in all that we do.

HOBAN believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, position HOBAN to anticipate and fulfill the needs of our diverse customers, both domestically and internationally, providing high quality products/services.

Our workforce is diverse across many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, people with disability, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Recruitment

HOBAN recruits on the basis of capabilities i.e. the essential knowledge, skills and attributes required for every position.

As a national recruitment provider, HOBAN recruits people from both major cities and regional/remote locations. We have established processes to identify talented individuals from under-represented groups for recruitment purposes.

Career Development and Promotion

HOBAN rewards excellence and all employees are promoted on the basis of their performance. Our managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Community Programs

HOBAN recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. We are committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

HOBAN seeks to overcome discrimination in the wider community by working closely with many organisations who promote diversity as their core business offering.

Diversity Practices

HOBAN's diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

We are committed to providing a working environment that supports the individual needs and circumstances of our diverse workforce. Accordingly, we seek to offer:

- Flexible working arrangements
- Employee education assistance
- Development Programs
- Employee Assistance Program

We encourage inclusion, open communication, constructive contribution and employee networks.