DOING THE RIGHT THING ADDS UP

SPECIALIST RECRUITMENT COMPANY HUDSON WAS QUICK TO RESPOND TO WESTPAC’S SUSTAINABLE SUPPLY CHAIN MANAGEMENT (SSCM) PROCESS.

Andrew Wills, Westpac National Client Relationship Manager for Hudson said given Westpac is a global leader in responsible business practices it made sense that they would want suppliers to partner with them in ‘doing the right thing’

And for Hudson, ‘doing the right thing’ is an integral part of its business model - at the core of how it seeks to manage its people, its policies and practices, and its performance.

“As a global provider of specialist recruitment, talent management and recruitment process outsourcing solutions, people have always been a key focus of our corporate social responsibility (CSR) agenda. We are partnering with clients including Westpac to help make the workplaces more equitable, innovative and productive. As a result we must operate in a socially responsible manner that delivers benefits to our own people, our community and our environment,” Andrew said.

“In practice, this means many offices have a Culture Club in place, where staff meet regularly to raise issues on behalf of their colleagues, organise social events and present change proposals to management. Hudson takes employee engagement seriously, regularly surveying the business and has a meaningful Code of Conduct and stringent employment relations strategies in place.

With the aid of Westpac we have now identified and put in place practical measures in to further assist in reducing the impact of our operations on the environment. These areas are to address supplier staff working on Westpac premises and tasks specifically for Westpac and Westpac staff working on Hudson sites as part of our Environment policy. We are also working to develop, document and endorse a supplier policy that sets out required social, ethical and environmental criteria for application in formal procurement process used by Hudson in Australia. For some time, Hudson has had in place recycling, travel, infrastructure and energy conservation measures. Each office works with the relevant building management, local service contractors and its own staff to maximise good environmental outcomes in all relevant areas.
Hudson recycles all recyclable materials such as paper, bottles, and printer toner cartridges. Elsewhere, Hudson requires details of energy and carbon emissions for our rental properties and energy contracts where possible.

We have moved our Head Office recently from 45 Clarence Street to 20 Bond Street and a key part of the attraction of was the commitment to sustainability shown by their new landlords. The owners of 20 Bond Street are currently targeting a 5-star NABERS Energy rating, the highest currently attainable. The sustainability features that have been put in place include a trigeneration plant – an on site base building electricity generation using natural gas and reuse of waste heat for air conditioning, low energy T5 lighting and reduced water consumption.

From a global perspective Hudson is a corporate participant in the UN Global Compact, a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. The Global Compact is a leadership platform endorsed by Chief Executive Officers and supported by the highest-level governance body of the organization (i.e., the Board).

Hudson’s CSR philosophy and focus is the theme of education and career enrichment.

“Our community efforts are directed towards a positive impact with our community investments and furthering our brand reputation as a leader in the Talent Management and Recruitment industries. The broad themes of education and career enrichment are a natural extension of our business mission and encompass many of the community programs we have already supported.” Andrew said.

The Global Compact incorporates a transparency and accountability policy known as the Communication on Progress (COP). Hudson’s annual posting of its COP is an important demonstration of its commitment to the UN Global Compact and its principles.

“Working with Westpac has certainly made us more disciplined in our approach to our business strategies and principles and increase our communication with our staff about how we want to be seen in the wider community,” Andrew said.

“We do recognise that it’s a journey that is continuously evolving. Our commitment is to continue to review and improve our culture and environmental performance in partnership with our employees, our customers, our suppliers and all the communities in which we work.”

“As a purchaser of goods and services to run our business, we will become more efficient in using resources, which helps us to reduce our impact on the environment and have actions which will assist us in achieving this.” Andrew said.

Hudson’s commitment to sustainability is a simple one. To Hudson, it means simply having a set of values and behaviours that underpin its everyday activities, its treatment of its people, its attitudes towards its customers and its links to the wider community.

Andrew believes that Australian businesses no longer ask if they should be responsible, only how best to do so.

“Sustainability is a clear agenda for many Australian companies. Most are aware that doing business in a way that meets the community’s expectations for socially and environmentally responsible behaviour is within their reach, although perhaps there is room for more guidance on how to put ideas into practice,” he said.

“As a truly responsible business, we continue to work to ensure we have management systems in place that embed corporate social responsibility as an integral part of the day-to-day running of our company. Our aim is to improve our performance, continue to initiate discussion and conduct our business in a transparent and ethical way that enhances value for all our stakeholders.”