

A Fair Workplace Matters



HIP V. HYPE is intent on providing a Fair Workplace to ensure Our People are happy, our work is as good as it possibly can be and we set a positive example.

We believe that a Fair Workplace is one that is diverse, flexible, rewarding, inspiring, demanding yet reasonable and importantly fun.

We believe that a Fair Workplace is a meritocracy. It values skills, experience, imagination and creativity above all else. Qualifications are important but worth very little in their own right...

We also believe that a Fair Workplace is considered and offers opportunities for people with varying needs, competencies and aspirations.

We believe that a Fair Workplace encourages personal and professional development.

We care for Our People as individuals, value their passions and interests outside our operations and acknowledge the value, richness and perspective this brings to what they do and in turn what we do.

We believe that a Fair workplace Matters.

DIVERSITY

We value and celebrate diversity within our multi-disciplinary team of design-led professionals.

We believe that diversity enables a robust exchange of ideas and approaches. It allows us to be better at what we do and gives us a better perspective as to why we're doing it.

We believe teams with diversity of gender, race, age, qualification and experience have better and more considered collective problem solving skills. This enables complex tasks and projects to be addressed more effectively, and leads to more innovative outcomes.

FLEXIBILITY

We recognise that whilst traditional working hours are required from time to time, the majority of tasks can be performed as well if not better with the benefit of flexible working arrangements.

We also recognise that a lack of flexibility restricts diversity.

We believe that our people are smart, thoughtful and passionate people who are driven to achieve better. We trust that our people can handle the discipline and responsibility of flexible work arrangements.

Within the context of the commercial demands and aspirations of HIP V. HYPE and circumstances of the individual, we will be open and communicative around times of work, place of work and special circumstances.

FAIR PAY

We seek to incentivise Our People to pursue relevant and meaningful purpose-driven work.

Remuneration is determined by assessing the skills, experience, imagination and creativity of the individual - gender, race and age is of no relevance.

We pay Our People a fair market based wage.

We seek to recognise and reward exceptional performance.

We seek to ensure that opportunities are provided for all of Our People to invest in the projects that we create.