

## **Han's (F&B) Pte Ltd - Access to a Wider Talent Pool**

It is in Han's corporate philosophy to hire based on the candidate's competency to do the job and to ensure that there is equal opportunity for all when it comes to recruitment.

Mr Han Choon Fook, Managing Director of Han's reiterated their company's philosophy, "Be they young, old, educated, uneducated, retrenched or inexperienced we hire them all, train them up and now we are proud to have a large group of such long serving loyal employees".

About 10 percent of its 366 employees across its 21 outlets in Singapore are aged 60 years and above. The company firmly believes that the ability to complete the job is the most important factor when it comes to making a decision on the candidate to hire. It also sees value in having a mix of young, old and middle-aged employees. For example, Han's perceives older employees to be loyal with the ability to positively influence their colleagues through sharing their past work experiences, even on the value of life!

"The most important thing is that our employees must be healthy enough to do the work they are hired to do. It doesn't matter to us if an employee needs to go off early for a dialysis treatment. For example, we have an 80-year old employee who only works in the evenings because she wants to spend the day with her grandchildren. Our flexible working hours will enable us to accommodate these workers while giving them the opportunity to realise their full potential at the workplace", Mr Han remarked when asked about the most important factor he looks for in a candidate.

Han's progressive human resource policies have allowed more older workers to be employed, with 56 percent of the staff above the age of 40. The company also hires people with disabilities.