

Position on Competence Development

Introduction Chr. Hansen believes that development of competences is essential to meet business requirements, challenges and to remain competitive now and in the future.

We believe it is the responsibility of the individual to continually develop themselves and Chr. Hansen's responsibility to ensure the opportunities for development exists.

Statements To support development of the individual, we focus on:

Finding "career best"

- We combine the needs of the organization with the passions and talents of the employee to achieve career best to the benefit of both employee and company.

Individual planning

- We want all employees to have an Individual Development Plan (IDP) and clear goals through annual Performance Development Interviews (PDI).

More ways to develop

- We want a balance between on and off-the-job training and development activities. We encourage our employees to find alternative ways to learn and continuously develop their skills and competencies.

Developing the next generation

- We identify talents and successors to key positions and ensure they are continuously developed and challenged to take on greater managerial or professional responsibility.

Setting direction

- We want our leaders to set direction and make plans for developing competences within their business unit (department, team, function or other) in order to meet business objectives at an individual and a corporate level.
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Scope The principles apply to all Chr. Hansen sites and subsidiaries.
