

People, Knowledge and Organization Policy

Chr. Hansen strives at being an attractive workplace by providing a fair, respectful, inclusive, safe, healthy and attractive work environment. We provide opportunities for development to our employees consistent with the needs of the business, thereby creating results for the individual employee and the Company as a whole.

Knowledge is our core competency and essential for Chr. Hansen to fulfill our vision, create organizational excellence and remain competitive. We work to continuously improve the employability of our people by developing their competencies and knowledge.

Learning & Development

- We desire highly qualified, resourceful and ambitious employees. We invest in their continued development as we believe that utilizing and developing the knowledge and competencies in our company is a key competitive advantage.

Leadership

- We want leaders who motivate, inspire and support our employees in achieving and developing their potential and performing at their very best.

Employee Engagement

- We want engaged and motivated employees who enjoy their work, feel appreciated and challenged.
- We want employees who are proud of working at Chr. Hansen.

Organizational excellence

- We want a flexible, efficient and opportunity-driven organization which supports the business in reaching objectives.
- We want a flat organization allowing fast decisions.

Reward and remuneration

- We provide fair remuneration to all employees with a clear link to performance. We comply with local legal and industry standards.

Diversity and Inclusion

- We want to ensure a diverse workforce in relation to gender, nationality and age in order to strengthen the Company's ability to attract the entire talent pool.

We focus on inclusion, where respect, intercultural competencies and inclusive leadership are key elements.

Health and safety

- We want a healthy and safe working environment.

Governance

Chr. Hansen's People, Knowledge & Organization Policy is further detailed in our positions on:

- Learning & Development
- Employee Engagement
- Global Mobility
- Health & Safety
- Leadership
- Organizational Excellence
- Reward & Remuneration

The principles apply to all employees, directors and officers in Chr. Hansen.
