

Diversity & Inclusion Policy

Openness, inclusion and diversity are instrumental to realize Chr. Hansen's strategic ambitions. We strive to develop a diverse workforce in an engaged, innovative and open-minded culture where each employee's unique differences are valued. Only through inclusion and diversity will Chr. Hansen realize its full potential in a competitive global business environment.

Diverse workforce

We strive to have a diverse workforce which means a strong blend of educational background, work and life experience, socio economics, diversity of thought, nationality and gender. These are fundamental elements for an engaging culture where people deliver ambitious business results. We actively use our global recruitment process to ensure a strong focus on diversity.

Inclusive workplace

We strive to create an inclusive workplace valuing individual differences in our workforce, making everyone feel accepted and respected regardless of age, race, color, sexual/religious orientation or disability. Transparent communication, openness to new perspectives and information sharing enable a culture of shared accountability and responsibility.

Equal opportunities

We strive to create a work environment that provides employees with equal opportunities in terms of personal and professional development. We strive to have remuneration equal to the median of the local employment markets we operate in, and also strive to have equal pay across gender, age and experience. We work to address unconscious bias in our efforts to ensure equal opportunities.

Unique leaders

We ask our leaders to live the Chr. Hansen Culture and our Leadership Essentials while nurturing the uniqueness in their leadership style. We believe authentic and unique leaders bring a diverse range of competencies and skills to Chr. Hansen and role model the leadership culture and style that create high engagement and performance in our teams.

Monitoring and targets

We have defined targets that will drive diversity and a culture of inclusion. Progress on the targets are reported to the Board bi-annually and to the Corporate Leadership Team on a quarterly basis.

This policy applies to all employees, directors and officers in Chr. Hansen and guides our engagement with agents/distributors, intermediaries, joint ventures and outsourcing agreements.
