

Diversity, Equity & Inclusion (DEI) Policy

Introduction

Diversity¹, equity, and inclusion are instrumental in realizing Chr. Hansen's strategic ambitions.

We act with integrity and strive to attract, develop, and retain a diverse workforce by fostering a respectful, engaging, innovative, and open-minded culture where everyone's unique perspectives and value-adding contributions are acknowledged and utilized.

We fully support the United Nations' Universal Declaration of Human Rights and every day, we strive to create an inclusive workplace where everyone can thrive and contribute to the success of ONE Chr. Hansen.

Diverse workforce

A truly diverse workplace features a variety of people, which may reflect the surrounding society but can also reveal a degree of match to our work culture that may reach beyond the immediate cultural norms.

Having a diverse workforce with different backgrounds, skills, and experience significantly increases our ability to perform with a higher degree of creativity, ingenuity and resourcefulness when identifying challenges and providing innovative solutions.

Moreover, a diverse team with a myriad of experiences and perspectives is likely to accelerate individual growth, as people learn from each other and expand their professional and personal horizons.

Inclusive workplace

At Chr. Hansen we want to foster an inclusive workplace where employees can genuinely feel they are accepted for who they are, and we aim to retain our diverse talent by building a positive workplace culture that encourages respect for diversity of opinion.

We recognize that diversity does not automatically lead to inclusion *unless* everyone feels heard and valued for who they are. As such, we seek to make our employees feel comfortable and supported in speaking up, so they can contribute with innovative ideas and increase their sense of belonging.

For leaders, having a more diverse team also means tapping into a wider range of skills and ideas, which makes a team more adaptable and responsive to change – which leads to greater business success.

Equal opportunities

At Chr. Hansen we make every effort to provide equal opportunities for individuals, within and outside the organization; we do so by ensuring that our practices, processes and programs are impartial, fair and provide equal opportunities for every individual, so that the best talent is sourced for each role. We strive to provide equal pay for work of equal value, by applying our pay principles and annual gender pay gap analysis, and we carry out periodical reviews to monitor and improve this area. We continuously work to address unconscious bias in our efforts to ensure equal opportunities.

The role of leadership

Our leaders are vital in driving a diverse, equitable and inclusive workplace. Through their commitment and accountability, we can make meaningful and sustained progress to uphold our DEI policy. We expect all our leaders to lead by example and create a positive work environment by focusing on attracting, retaining and engaging all their employees equally across the full spectrum of diversity.

Data Protection and Privacy Legislation

We have an established internal practice that ensures all personal data is treated with confidentiality and for the specific purposes of employment, in full compliance with Data Protection and Privacy laws applicable in the country of hire of employees.

Monitoring and targets

We have defined corporate DEI targets that will drive diversity, equity and a culture of inclusion. Progress on the targets is 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.

ⁱ We understand diversity as distinctive backgrounds, attitudes, values, beliefs, experiences, behaviors and lifestyle preferences with respect to gender, gender identity/expression, race, ethnicity, nationality, language, age, cognitive and physical abilities and characteristics, sexual orientation, education, socioeconomic context, personality traits, religion, creed, political opinions and ways of thinking.