

## Position on Health and Safety

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**Introduction** Chr. Hansen is committed to continuously improving both our physical and psychological work environment so that employees feel and are safe while working.

Creating a safe and healthy work environment requires a joint effort from all in Chr. Hansen. We each have a responsibility to look after our own and colleagues' safety, work on reducing risks, implementing preventive actions and creating a good psychological work environment.

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**Statements** **Focus on employee safety**

- We ensure that protection of employees is incorporated in our daily activities, as well as, in design and planning phases through employee involvement and training.

**Reducing risks**

- We implement preventive actions to ensure that factors which can present a risk are monitored and constantly reduced.

**Measuring results**

- We measure the results and effectiveness of our efforts and continuously set new goals for improvement with a minimum baseline of compliance being legal requirements.

**Creating work-life balance**

- We focus on balancing home and work. We aim at having flexible work arrangements as one way to support this balance.

**Respecting each other**

- We do not accept any form of religious, sexual, race-related or other types of harassment or hurtful and bullying behavior towards colleagues.

**Focusing on employee well-being**

- We strive to have a work environment which offers opportunities and activities for employees to nurture their own well-being.
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**Scope** The principles apply to all Chr. Hansen sites and subsidiaries.

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