

## Position on Employee Commitment

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**Introduction** Chr. Hansen wants employees who share our company vision and values and who work together to achieve it.

We aim at continuously improving the level of employee commitment. Committed employees add value to the company through greater dedication, higher productivity, creativity and an increased sense of responsibility. Having a committed work-force improves our competitiveness and will help us remain successful.

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### Statements

#### **Attracting & selecting qualified people**

- We want Chr. Hansen to have a strong company brand to attract qualified and committed employees. We want a recruitment process that is perceived as professional by both the applicants and Chr. Hansen.

#### **Integrating new employees**

- We provide the necessary training for new employees to ensure a quick adjustment to their work. We ensure that new employees receive an introduction to individual and team goals, work expectations and company mission.

#### **Retaining employees**

- We create meaningful jobs with good work conditions, challenges and opportunities for development.

#### **Ensuring flexibility**

- We recognize that employees' priorities in life and ambitions to work changes with time and we aim at supporting the needs in various life stages.

#### **Learning from employee exits**

- We conduct exit interviews to gain an understanding as to why employees leave Chr. Hansen and we use the input to identify areas of development.

#### **Monitoring employee satisfaction**

- We use employee surveys to gain an understanding of what is important to our employees, identify areas of improvement and monitor our progress.

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**Position on Employee Commitment, Continued**

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<b>Scope</b>	The principles apply to all Chr. Hansen sites and subsidiaries
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