Position on Global Mobility

Introduction
Chr. Hansen is a global company with activities and customers in markets all over the world. We need employees who have the intercultural skills to work in a global environment.

To be competitive we must strive to have the required competencies for a given task at the relevant CH location at all times. We support global mobility - both through transfer of CH employees and by hiring new CH employees in a global employment market.

Statements
As part of our global mobility we focus on:

Building intercultural competencies
• Developing leaders and employees with the values and intercultural business skills needed to meet business challenges and requirements now and in the future.

Having the skills where needed
• Supporting the business and meet business strategy by transferring the knowledge and technical skills across the organization worldwide.

Hiring in a global employment market
• Looking for the right competencies in the global employment market and supporting employment of foreign national candidates.

Transparency in terms and conditions
• Developing defined terms and conditions connected to the CH types of assignments.

Scope
The principles apply to all Chr. Hansen sites and subsidiaries.