Position on Health and Safety

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.

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.

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