

Talent Acquisition Position

Introduction

At Chr. Hansen, we believe our employees are the most valuable assets and the very cornerstone of the company's future success.

This means that we always strive to attract, engage, and retain employees with the right profile and match to our culture, and , that we place great focus on enabling our workforce to actively contribute to the execution of our company's strong purpose and ambitious strategy.

We continuously invest into building a diverse and talented workforce across all roles and broad functions, therefore creating a strong employee pipeline. Having people with the right motivation and capabilities adds value to our company's business performance, improves our competitiveness and helps us to remain successful.

Guiding Principles

Through our global Talent Acquisition Position, we intend to deliver an excellent recruitment and onboarding experience by setting high global standards.

Therefore, we aim to have Talent Acquisition practices that respect the following guiding principles:

Attracting qualified people

- We want Chr. Hansen to have a strong company brand that attracts qualified and committed employees who are proud to work for our organization. We strive to provide all candidates and potential employees with a positive impression of Chr. Hansen through a clear, engaging, and considerate candidate experience, built on our employer branding activities.

Unbiased selection

- We aim to deliver an unbiased recruitment process that follows global standards and respects the diversity of our workforce. Our selection process should be experienced as professional and inclusive by both the candidates and Chr. Hansen.

Guiding Principles

Integrating new employees

- It is important that new employees start with a positive experience when they join Chr. Hansen, as this eases their integration and accelerates the readiness with which they will begin contributing to the company's success,
- We offer a global onboarding program that helps create a smooth journey for everyone. By following the onboarding program, new employees can accelerate their integration into the Chr. Hansen family and arrive much faster at a clear understanding of the role they play in delivering on our strategic ambition.

Off-boarding employees

- We provide a respectful off-boarding process for both voluntary and involuntary leavers, as we believe that employees who experience a fair separation process will continue to be spokespersons and advocates of Chr. Hansen and may therefore decide to re-join the organization in future with a renewed talent profile.

Scope

The principles of this position apply to all Chr. Hansen sites and subsidiaries.
