

## 1.1 HOCHLAND VALUES

The operation of the Hochland Group is based on values, the observance of which is extremely important, both for the owners and the management. In addition to the high quality requirements of our products and services, these values also include **respect for every individual, goal-oriented thinking and action by Employees, acting with**

**sustainable development in mind, and the independence of our Company.** Respecting and promoting the human rights of our Employees, as well as those in our supply chains and other Contractors, is an important matter. Responsibility for Employees, Contractors, the environment and the Company is taken very seriously and described

in the **CODE OF CONDUCT**, available on the website, among others:



## HOCHLAND POLAND HAS IDENTIFIED THE VALUES THAT ARE IMPORTANT TO EVERY HOCHLAND POLAND EMPLOYEE.

### SECURITY

Safety is key. We foster it on two levels - physical and financially, offering stable employment. This combination makes it possible for our Employees and their families to enjoy life and realise what they want to do.

### PRIDE

Pride has always accompanied Hochland Employees. All thanks to the well-known and much-loved products that find their way onto shop shelves and then onto the tables of our Consumers every day!

### CARE

We take care of each other because, after all, it's natural in a family! We never leave anyone in a difficult situation and try to meet the needs of Employees.

### JOB SECURITY

We focus on long-term relationships with our Employees and strive to always be close to them!

### READINESS FOR CHANGE

Readiness for change is born when we feel safe at work. Then, change is now that scary after all. Sure, it arouses emotions, sometimes even fears, but ultimately - mostly excitement. Ready for change, we do not stand still and look for ways to introduce new solutions and ideas that are born in our open minds.

### TRUST

We know that trust is not something that is given once and for all. That is why we are constantly working to ensure that this word does not lose its

value. Confidence goes hand in hand with security and leads to a sense that the place I am in is the one where I want to work and grow.

### APPRECIATION

Sometimes even a small gesture can make our day. At Hochland, we value commitment and appreciate our work. We do it every day, not just on holidays!

### OPENNESS

Makes us say: **IT'S DELICIOUS HERE!** As an employer, we strive to be close to all our Employees. We focus on honesty and transparency. We are constantly developing ways to reach our people because we want them to feel that when they need us, we are there for them. Like everyone at Hochland.