

4.3 TRAININGS

Employee competence development is seen by Hochland as an essential element for the development of the entire organisation. The opportunity to improve professional and leadership competences make Hochland Poland a very attractive employer. Hochland employees have access to an internal e-learning platform and can take part in external training.

In 2023, the Company offered training to develop both professional competences, which are necessary for the performance of daily duties, as well as training to strengthen socio-personal competences.

2023 IN FIGURES

External trainings	Total number of trainings hours:	5096 h*
	Average per Employee	6 h
	Trainings to develop professional competences	73%
	Trainings to develop social and socio - personal competences	22%
	Other trainings	5%
Sustainability Trainings	Number of Employees trained in sustainable development (internal training onsite and online)	614

* only applies to external trainings, excluding webinars and trainings conducted by Hochland employees

In 2023, at Hochland, we focused on the development of professional competences, including entitlements. The levelling of knowledge and the level of technical skills at our production sites, among others, was a priority, but this does not mean that only this training was carried out. Our training policy is flexible enough to also respond to the training needs of Employees that arise during the year and are justified and necessary for development. We can see the reflection of our approach in the figures in the table above. This is definitely an element that contributes to strengthening Hochland's attractiveness as an employer.



PRIZE

“EMPLOYER OF TOMORROW” award

Award in the high-quality food sector (in the “Employee Development” category) for the “First Time Line Manager” Academy educational initiative for employees from the production plants in Kaźmierz and Węgrów.

