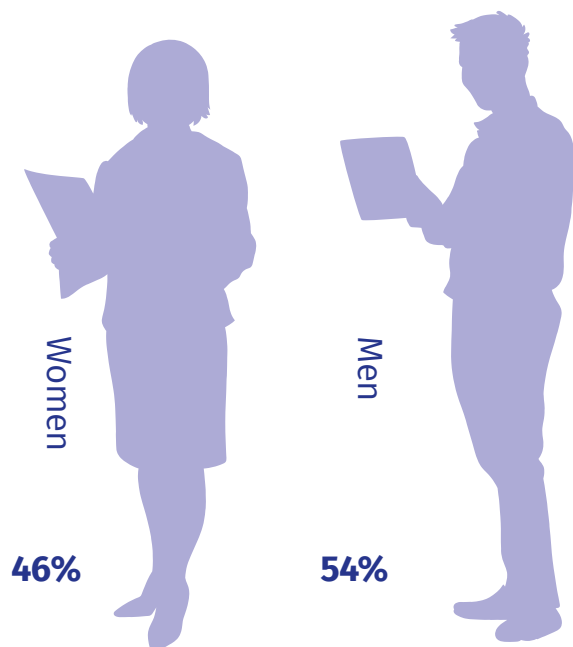


4.1 EMPLOYEES

Hochland Polska had **858 Employees** in 2024, of which **396 Employees were women (46%)** and **462 were men (54%)**. Hochland creates interesting and attractive jobs, as evidenced, among other, by the average length of service at Hochland Polska, which is 13 years. The attractive salary is complemented by a variety of non-wage benefits.



Hochland Polska is a signatory to the Diversity Charter coordinated by the Responsible Business Forum.

The Diversity Charter is an initiative which can be voluntarily joined by employers in the business, science, public administration and local government sectors, as well as non-governmental organisations. The signing of the Diversity Charter confirming that Hochland Polska is a safe workplace for everyone was possible thanks to the work of the Generation Management workstream.

The equal treatment policy and diversity management results in measurable benefits and influences the development and innovation in the organisation. For Hochland Polska, becoming a signatory to the Diversity Charter is not a change, but a confirmation that the past and **current activities and initiatives of the company counter discrimination and ensure equal treatment of employees, clients and business partners.**

4.1.1 HOCHLANDISTIC PLEBISCITE – EMPLOYEES’ FEST

As part of the 30th anniversary celebrations of Hochland Polska, the Employer Branding team initiated an event - Hochlandistic Plebiscite.

This unusual celebration, created with our employees in mind, was intended not through the lens of their results of achievements, but to underline their contribution to the daily life of the company.



Thus, the idea of the Hochlandistic Plebiscite was born, together with the five categories honouring the staff: **Fellow by Nature, Maestro of Humour, Grandmaster of Solutions, Heart of the Commu-**



nity and Creative Enjoyer. The name of the plebiscite is a creative wordplay – “Hochlandistic” refers to words such as “fantastic” and “adjacent” (in Polish), or an ideal fit, a perfect reflection of the image of our employees and how they match the values of the company. The plebiscite culminated with a celebratory Gala event, which took place on 18 October at the Zamek Culture Centre in Poznań. The Gala was not only an opportunity to give awards, but also a moment of integra-

tion for teams normally working at various sites: Poznań, Kaźmierz, Węgrów and in sales throughout Poland. Several surprises awaited the participants, including a premiere animation prepared specifically for the 30th anniversary, presenting the entire production process of our cheeses – from the purchase of milk to the delivery of the finished product onto the shop shelf. An original game created by the EB team – “Cheese business” was an additional attraction.