

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



HOCHLAND POLSKA HAS IDENTIFIED THE VALUES IMPORTANT TO EVERY EMPLOYEE

Recognising the importance of values in the operation of any company, Hochland Polska has initiated a programme promoting and fostering corporate and personal values.

The following key company values were identified at Hochland Polska:

- own initiative;
- culture of innovation;
- information and communication;
- interpersonal relations;
- conflict as an opportunity;
- learning and development;
- team management

When we hear the word value referred to a company, we usually see it through the material and tangible objects, e.g. added value or value of the given item. However, the word value has a much broader meaning, which refers to a set of universal principles which organise and streamline activities by becoming an integral part of organisational culture, shaping the standards of conduct, vision and mission of any company. Open communication, willingness to share knowledge and paying attention to interpersonal relations are elements influencing the building of positive atmosphere based on cooperation and communication.

