

Nordic Sugar HR policy

Nordic Sugar intends to be an attractive workplace developing in a socially responsible way – not only to our employees, but also to the external environment in which we carry on business. Our HR policy expresses our approach and sets the framework for the entire division. We also respect national rules as well as matters regulated by collective agreements.

Organisation

The organisation must be flexible and efficient, and the management style is based on dialogue. Nordic Sugar's core tasks must be performed by our own staff for the purpose of ensuring our competitiveness and future development. This means that we may decide to outsource other tasks to external partners.

Nordic Sugar focuses actively on the potential of every employee and intends to use this potential in the best possible way.

Development

We aim to fill every position with an employee having the right personal and professional competencies. Recruitment and development are based on your competencies – not on gender, nationality, race, religion, etc.

Your competencies must be developed on an ongoing basis. Consequently, Nordic Sugar finds it important to develop your competencies to match the current challenges facing you and Nordic Sugar. You must therefore be prepared to accept new tasks, participate in project work across the company and complete training programmes and attend supplementary courses.

Nordic Sugar focuses strongly on your adaptability to change and your flexibility. You must also be able to speak and write English and use IT tools at a level matching your job requirements.

All employees have an annual appraisal interview where you and your superior talk about the issues that relate to Nordic Sugar, your development and your professional as well as personal challenges.

Nordic Sugar supports your development and mobility across the organisation and encourages you to express your wishes for a change of job across the entire company.

Communication

Confidence and development are key words in the dialogue between you and your superior in relation to professional as well as personal matters.

Nordic Sugar must have an open communication approach. You need to know the goals of Nordic Sugar and your department and to understand your role in achieving these goals. You have access to all relevant information so that you can perform your tasks in the best possible way.

Pay

On a market level basis, your pay and other conditions of employment are individualised and differentiated to match the contents of your job, your competencies and your performance in relation to your goals.

Work and spare time

Nordic Sugar finds it important that your job and your spare time are well-balanced. Both you and Nordic Sugar can contribute to this process by being flexible in relation to the tasks to be performed, working hours, etc. We look positively on the possibilities of establishing schemes on staggered working hours, part-time working, telecommuting, changes in job contents or job shifts.

Health and safety

Nordic Sugar finds it important that all employees work in a healthy and safe environment, and we are therefore systematically implementing health and safety measures. We encourage you to pay attention to your own and your colleagues' well-being and to find ways to assist in the event of problems. We ask all our employees to support these health and safety measures actively.

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