

Your career at Roquette

Candidate brochure



Contents

1. What we do at Roquette
2. Nice to meet you!
3. Better, every day
4. Our values
5. Life at Roquette
6. What we offer

What we do at Roquette

For over 90 years, we've been at the forefront of providing plant-based ingredients that support better and healthier lives, and proven pharmaceutical excipients that enhance patients' well-being.

Our range of ingredients used by everyone, everywhere, can be found in the delicious dishes that nourish you, in the medicines that heal you or in cosmetics that improve your skin's health.

Our ingredients can even be found in the packaging of your latest online purchase.

And it's not just what we do that makes Roquette people proud. It's also how we do it, by living our values day in, day out.

As a family-owned business, values have always been important to us. They're our guide to how we care for each other, work together, look to the future, make decisions and, humbly, take pride in everything we do.

So, if you're interested in joining us, read on. You'll find out more about who we are and what we do. What to expect if you come on board. The opportunities for growth and professional development you'll be able to unlock. The sorts of people – the change-makers – you'll team up with. And how you can play your role in our long-term ambitions.

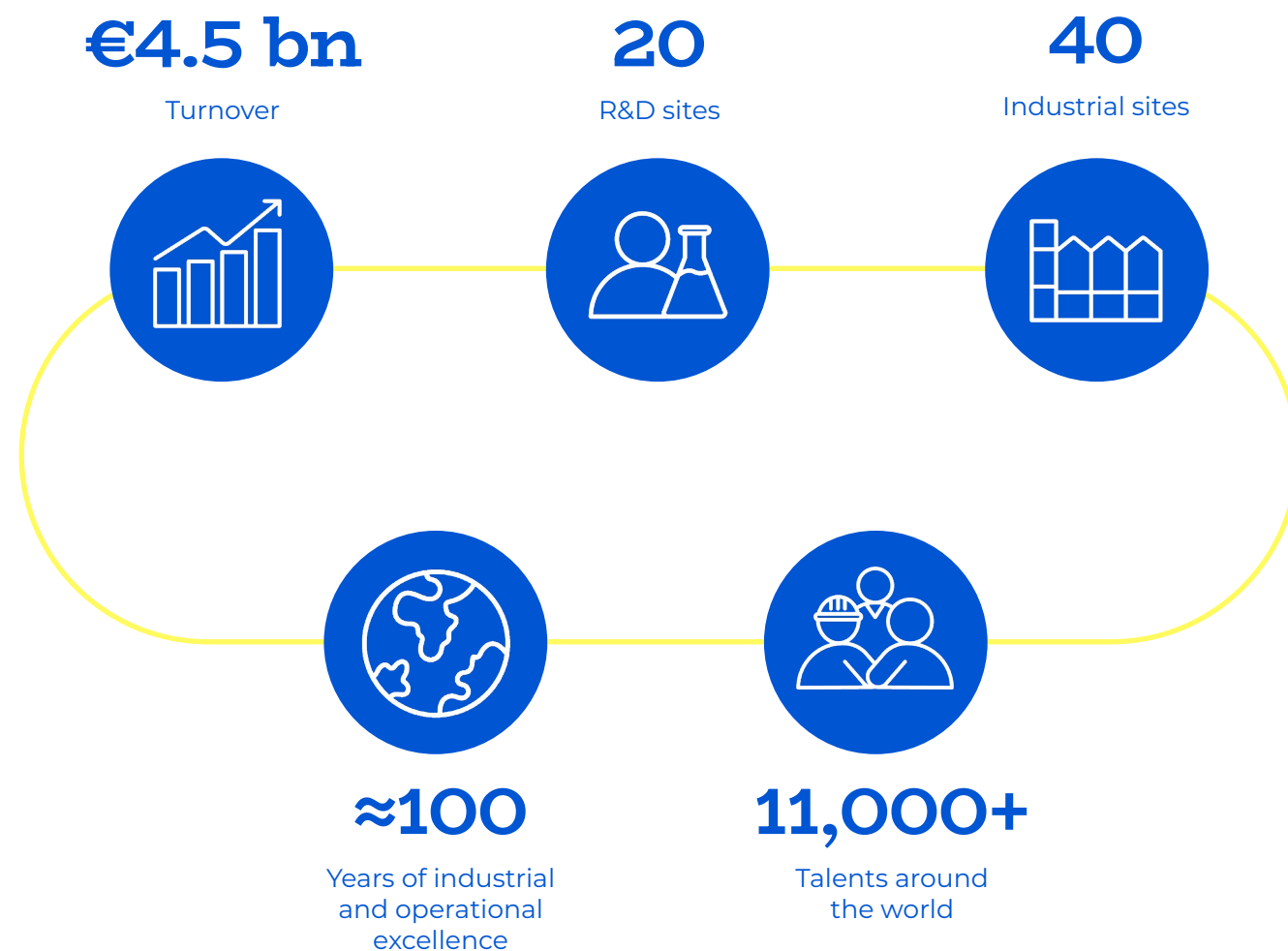


Nice to meet you!

We really hope we'll get to know you better as you come through our hiring process. We'd love to know more about you: what drives you, what you're passionate

about, what you love doing and how you'll bring all that to a team that will be thrilled to have you on board.

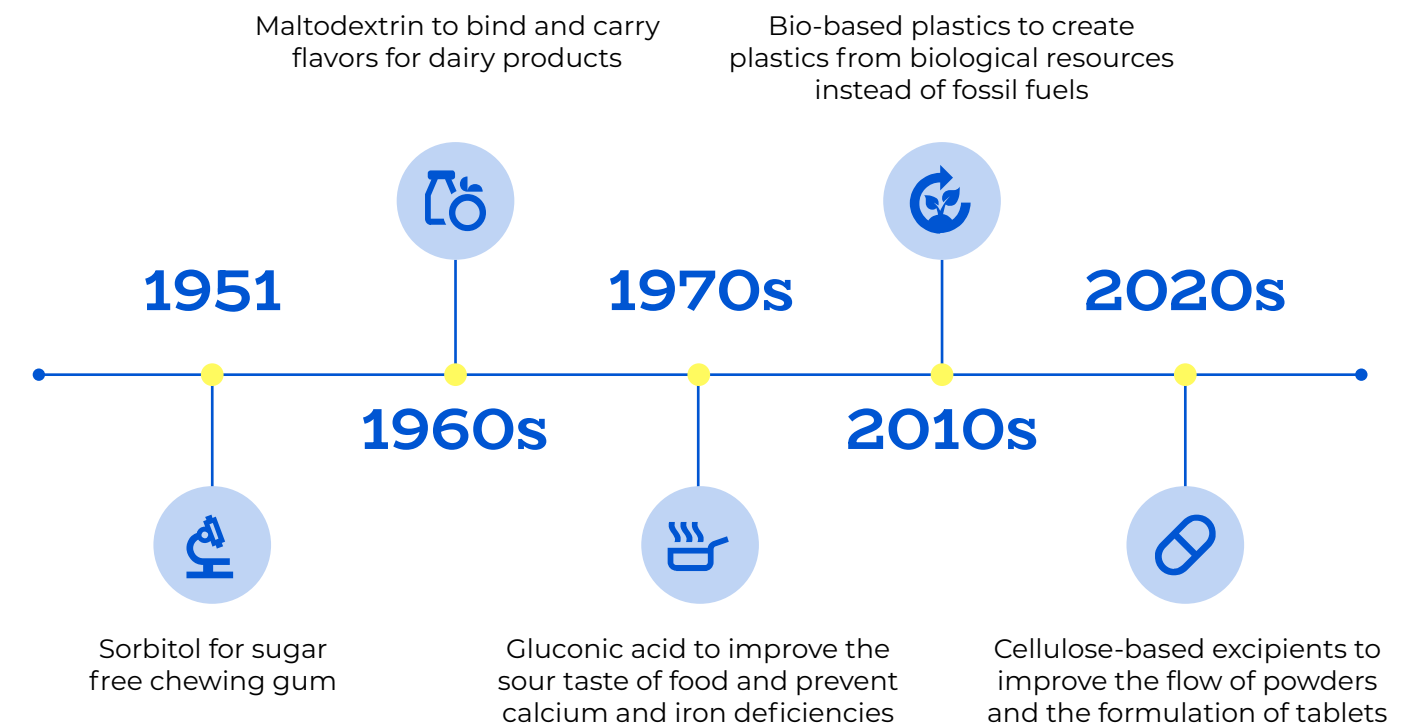
Before that, let's tell you a bit about us*:



*Figures as of 2024.

Expertise and innovation at the heart of Roquette's history

Some of our innovations include:




A group with Sustainability ambitions by 2030 focusing on three pillars:

life+nature
2030
sustainability.roquette.com


PRESERVE
the planet

We reduce our environmental footprint, and contribute to regenerating nature.


INVENT
for the future

We deliver solutions designed to create value for customers, society and the planet.


CARE
for people

We make a positive impact on the lives of people everywhere.

Better, every day

Every day, almost 10,000 Roquette employees around the world come to work with a simple goal: to aim higher for our customers and their customers.

It's what we've been doing for more than 90 years. Unlocking the potential of nature to offer the best ingredients for food, nutrition and health markets to help improve, sustain, and save lives. Always with a commitment to innovation that has seen us push boundaries and challenge ourselves to be better, every day.

We're proud. But we're also humble enough to know that there's always room to be and do better. That's what keeps us excited for the future.

We're expanding our capabilities for new geographical markets, customers, consumers and patients. And we want passionate, dedicated people to join our journey. People we'll welcome with open arms because they share our values and believe in the importance of our work.



Our values

Our values mean a lot to us. They're not just nice words that sit on posters on walls. Our Roquette values are a true guide to how we do business and interact with each other, our customers and our communities all over the world.

They're also quite simple – because doing things in the right way shouldn't be complicated.

That's not to say our values are always easy to live – doing the right thing isn't always easy! But that's the point of values. To guide us when we

make decisions. To stretch and encourage us to ask: "What can I do better? How can I help my colleagues be better? How can they help me?"

Each of our four values is important on its own. But it's in combination that they really come to life and make Roquette a special place to team up, to play a role in our ambitions, to create a better and healthier future for all generations, to be among people who care about you... and to unlock your full potential in the long term.

“

Every day at Roquette, I'm encouraged to push my limits and contribute to something meaningful, knowing that excellence is not just a goal—it's a shared commitment and a core value.”

Ophelie Chanal,
Supply Chain Manager,
Beinheim, France

Colleagues around Roquette helped us describe our values. They've been created by us, for us, and are an authentic reflection of the dedicated people who've chosen to work and build their careers here.



Authenticity

We believe authenticity and trust are foundational to who we are.

We act responsibly and honestly, always doing what we say we will.

We communicate openly, speaking up when we see an opportunity to improve.

We are open-minded, accept feedback, and welcome people as they are.



Forward-looking

We look forward with confidence, curiosity and ambition.

We are pioneers, innovating and pushing boundaries to help feed and heal.

We anticipate trends and the needs of customers, consumers and patients.

We always take the long view, balancing long-term and short-term priorities.



Excellence

We strive for excellence, continuously learning and improving.

We aim higher every day for our customers and their customers.

We take pride in high-quality work, always looking for ways to improve together.

We are motivated by our desire to support better, healthier lives.



Well-being

We care deeply for the well-being of the people and communities around us.

We take personal accountability for each other's safety and well-being.

We create a respectful, enjoyable, diverse and inclusive workplace.

We are united by our belief in sustainable development for life and nature.



Life at Roquette

When you ask Roquette colleagues what it's like to work here, you'll get a variety of answers. Here are the main five areas that mean a lot to our colleagues:

Support better, healthier lives



Play your role in our ambitions



Join colleagues who care about you



Unlock your full potential



Team up with change makers



“

I love that Roquette encourages us to take charge of our careers. From new training to exciting projects, there are always chances to develop, try something new and go as far as your ambition takes you.”

Reshmi Rajendran,
Head of R&D Greater Asia

“

Here, it's not just about the work — we really care about each other. It's a place where you can feel supported and know that people are always there to help when you need it.”

Tessa McAndrew,
Customer Care Team
Lead, US & Canada



What we offer

Naturally, you want to know what Roquette will offer you. You'll see that our approach will give you confidence that you're rewarded competitively and fairly, with a package of benefits that supports your lifestyle and well-being.

Here are the key aspects of the reward package you'll receive, including the benefits you'll have access to:

Flexibility at Work

Empowering our employees to deliver and perform their activities with autonomy and flexibility, working both on site or remotely. Creating the conditions for team value-added experience at the office, to best compound efficiency with employee well-being.

Competitive and Fair Compensation

Fairness and competitiveness guide our compensation practices, in line with our culture of value creation.

A Commitment to the Community

At Roquette, we are committed to the communities around us. We encourage our employees to participate in our volunteer programs with partner associations in the various countries where we operate. Together, we can make a positive impact and contribute to a better world.

“

At Roquette, I'm not just working — I'm constantly learning, evolving, and stretching my potential. There's always room to grow, and I'm excited about where this journey will take me.”

Antanas Visokinskas,
CTS Segment Leader
Lithuania

Equal Employment Opportunities

We believe in equal opportunities for all our employees. Our HR policies aim to favour internal mobility and provide everyone with continuous access to training and career development opportunities. We help you grow and achieve your professional goals in an inclusive and stimulating environment.

Your Well-being and Health: Our Priorities

Your well-being is at the heart of our concerns. Our commitment is reflected in a comprehensive Benefits Charter where health, financial protection, and retirement are assured. We offer programs dedicated to physical and mental health as well as safety, all while promoting a healthy work-life balance. We know that taking care of you means taking care of our company.

Still interested?

We hope so!

And we hope you can see how much we care about what we do and about each other. How much we care about doing and being better, every day.

If these words resonate with you, if it sounds like something you'd like to be part of, then you'll feel right at home in Roquette.

Find out more



About Roquette
roquette.com



Find us on LinkedIn
linkedin.com/company/roquette



View our open jobs
Scan QR code to find out more



“

The best part of my job at Roquette is being surrounded by people who are excited about exploring fresh ideas and making them happen.”

Jurgita Kailiuviene,
Researcher, Lithuania