



Press Release

January 17, 2024

Fostering equal parenting and childcare

Henkel introduces fully paid gender-neutral parental leave for its employees worldwide

Düsseldorf, Germany – Starting in 2024, Henkel will implement a new gender-neutral parental leave standard for its about 50,000 employees worldwide. The company will offer parents up to eight weeks of fully paid parental leave, based on the caregiver role, rather than their gender or biological parent status. This demonstrates a firm commitment to equity, promoting equal parenting and childcare for all parents, including adoptive, foster, surrogacy, and LGBTQ+ parents.

“Henkel will become the first German DAX40 company to offer its employees worldwide eight weeks of fully paid parental leave”, says Carsten Knobel, CEO of Henkel. “This initiative sends a strong signal to all our employees and underscores our unwavering commitment to fostering a more inclusive culture and more gender equity.”

Sylvie Nicol, Executive Vice President Human Resources, Infrastructure and Sustainability, adds: “Through this initiative, we want to support parents and challenge traditional gender roles, enabling everyone to participate equally in childcare. However, addressing this inequality is not the sole objective of our new global standard. It also positions us to meet the expectations of the future workforce.”

Setting a new global standard

The new global standard should be considered the minimum standard, complementing existing local practices and regulations. It serves as a crucial foundation for promoting family-friendliness and greater gender equity, particularly in countries where parental leave opportunities are currently lacking. Moreover, many practices exclude specific family types,



such as single fathers, adoptive parents, and surrogacy parents. Recognizing this, Henkel has identified the need to establish a universal standard that applies to all caregivers.

After the implementation in 2024, Henkel employees in approximately 80 countries will have the opportunity to take paid time off work to care for and bond with a new child. With this new approach, the company demonstrates a firm commitment to its diversity, equity, and inclusion ambitions by taking tangible actions to promote equal access to opportunities consistently around the world.

About Henkel

With its brands, innovations and technologies, Henkel holds leading market positions worldwide in the industrial and consumer businesses. The Adhesive Technologies business unit is the global leader in the market for adhesives, sealants and functional coatings. With Consumer Brands, the company holds leading positions especially in hair care and laundry & home care in many markets and categories around the world. The company's three strongest brands are Loctite, Persil and Schwarzkopf. In fiscal 2022, Henkel reported sales of more than 22 billion euros and adjusted operating profit of around 2.3 billion euros. Henkel's preferred shares are listed in the German stock index DAX. Sustainability has a long tradition at Henkel, and the company has a clear sustainability strategy with specific targets. Henkel was founded in 1876 and today employs a diverse team of about 50,000 people worldwide – united by a strong corporate culture, shared values and a common purpose: "Pioneers at heart for the good of generations." More information at www.henkel.com

Photo material is available at www.henkel.com/press

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