

## Press-Information

Düsseldorf, December 2008

### Extract from Dossier Diversity/Original Recordings and Interviews



**Kasper Rorsted**  
**Henkel CEO, at the Fall Press Conference held in London on November 6, 2008. Extracts from his statement:**

„(...) I am a clear believer in there is a very big correlation between the quality of the team that you have and the numbers you produce. We can see in countries that are neighbouring countries with the same products, the same customers, the same market trends, that country A performs significantly better than country B - and in almost all cases it is due to the impact of a better team. And that is why people management is at the top of this company.

We need to make certain that we take this very seriously and drive improvement into organisation, coach our people, give them consistent feedback. And the consequence of doing this (...) is that today our team will be better than yesterday. And our ambition should be that (...) tomorrow our team is better than today. By spending more and more time with our people, in training sessions, in feedback sessions, in ensuring that we have the right culture but also knowhow capabilities around the table. (...) It means working with people, assign them to the right jobs (...), assign the right leadership skills (...). That will be a key driver to make us more successful in the future. (...)

And we take diversity in terms of age, gender and nationality very serious. One of the examples (...) is (..) that (...) more than a quarter of our managers today are female, and that is growing one percent per year. (...) We have no quota in this company. The only thing that counts is competence (...) It is our outspoken intent to empower people: Let the right people take the right positions. (...) So people is on the top of the agenda of the management of this company.“

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