



## **Henkel Corporation Equal Employment Opportunity Statement**

It is the policy of Henkel Corporation to comply with all applicable federal, state, and local laws governing non-discrimination in employment and to ensure equal opportunity in all terms, conditions, and benefits of employment or potential employment.

Henkel Corporation also prohibits discrimination and harassment against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, age, disability, protected veteran status, genetic information, and any other category protected by applicable federal, state, or local law.

Henkel Corporation has established an Equal Employment Opportunity (EEO) Compliance Program under Section 503 of the Rehabilitation Act of 1973 ("Section 503") and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA"). All applicants and employees are treated without regard to their race, color, religion, sex, national origin, disability or protected veteran status. Henkel Corporation has established an audit and reporting system to allow for effective measurement of its equal employment opportunity activities. Portions of the Section 503 and VEVRAA EEO Compliance Program are available for review by applicants and employees. Please contact your Human Resource Business Partner for assistance.

All employees are reminded that they may update their status as an individual with a disability at any time by completing forms that are available via Human Resources. Please contact your Human Resource Business Partner for assistance. Submission of this information is voluntary, and refusal or failure to provide it will not subject anyone to discharge, discipline, or any other adverse treatment. The information provided will be treated as confidential and will not be used in a manner inconsistent with applicable laws.

Henkel Corporation will provide reasonable accommodations to employees whose sincerely held religious beliefs, observances, or practices conflict with a job requirement, and to individuals with disabilities, unless doing so would impose an undue hardship. Requests for accommodation should be directed to Human Resources.

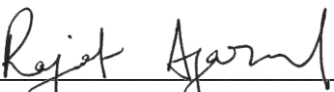
To implement, Henkel Corporation will:

- 1) Recruit, hire, train, and promote qualified persons in all job titles, consistent with this document and without regard to any protected category listed above;
- 2) Ensure that employment decisions are based only on valid job requirements; and
- 3) Ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, Henkel Corporation sponsored programs, and tuition assistance will be administered consistently with this document.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any federal, state, or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA, or (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any federal, state or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA.

Concerns about possible discrimination, harassment, or retaliation may be raised internally with Human Resources without fear of retaliation. Questions pertaining to the details of this statement should be referred to Human Resources.

Rajat Agarwal, President North America reaffirms support for the EEO Statement and EEO Compliance Program and delegates overall responsibility for the implementation of the equal opportunity activities under this program to Regional Head Human Resources North America.

  
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**Rajat Agarwal, President North America**