

All four Business Units of the Hennecke GROUP are Great Place To Work® certified

Significant cultural transformation: Employee satisfaction rises by 22 percent over four years – participation in global survey reaches record level



The Hennecke GROUP has received the Great Place To Work® certification for the first time – 78% of employees rate the company as “a great place to work.”

Sankt Augustin, December 3, 2025 – For the first time, the Business Units of the Hennecke GROUP have been awarded the prestigious Great Place To Work® certification. The latest employee survey across the four global Business Units (BU) in Germany, the USA, China, and Italy, as well as the affiliated Sales & Service Units (SSU), highlights a remarkable cultural transformation: The share of employees who rate Hennecke as “a great place to work” has increased by 22 percentage points since 2021, reaching

78 percent. With a participation rate of 91 percent, global workforce engagement has also reached a new all-time high.

The Great Place To Work® certification is recognized worldwide as a leading award for workplace culture and is based entirely on anonymous feedback from current employees. Each year, more than 10,000 companies from over 60 countries apply for this recognition.

Systematic development pays off

Since 2021, the Hennecke GROUP has pursued a structured approach to continuously improving workplace culture. Three consecutive surveys (2021, 2023, 2025) show consistent progress across all measured areas. Improvements are particularly strong in key factors: Internal communication, collaboration, and leadership behavior improved significantly by 19 to 22 percentage points. Other core areas of the Great Place To Work® model, such as credibility and respect, also improved by 19 points each, while team spirit and corporate image rose by 15 points.

Hennecke Business System als Fundament

Thomas Wildt, CEO of the Hennecke GROUP, sees the certification as confirmation of a consistent strategy: "This award is a direct result of our work with the Hennecke Business System (HBS). We are especially proud that we achieved equally strong results across all four Business Units. With the global implementation of HBS and its lived success culture, we have built a self-learning organization that is managed worldwide based on transparent metrics. The development of recent years confirms the impact of our clear focus and systematic approach." The HBS was introduced in mid-2019 and is based on the company's vision and mission. It enables sustainable business development by creating long-term customer value and provides the framework for leadership, culture, and continuous improvement.

Comprehensive measures at all locations

The improvements are based on a wide range of initiatives implemented globally across Hennecke GROUP sites. Key examples include leadership development through the Hennecke Leadership Academy, launched in 2021 and now boasting more than 100 successful graduates. Structured

knowledge transfer, technical training, and flexible working models to improve work-life balance also contributed to the positive results. Additional measures include extensive health programs, modernization of infrastructure and workplaces at many sites, and strengthening social cohesion through team-building activities, community events, and charity initiatives.

Growing identification with the company

The survey not only shows improvements in hard factors such as processes and structures but also documents a noticeable shift in employees' emotional connection to the company. Pride in shared achievements rose by 9 percentage points, while pride in working at Hennecke increased by 13 points. Particularly noteworthy are the values in fairness and equal treatment: Over 90 percent of employees confirm fair treatment regardless of sexual orientation, nationality, ethnic origin, or gender. These high approval ratings underscore that Hennecke has created a workplace culture based on mutual respect and appreciation.

Long-term perspective

Jens Frandrup, Vice President Human Resources of the Hennecke GROUP, comments on the development: "We are very pleased with this strong result. However, this is no reason for us to rest on our accomplishments, because improving workplace culture is a continuous process. With this first certification, we have reached an important milestone that confirms our progress so far. We will continue on this path consistently." The latest survey also identifies areas with potential for improvement, which will receive increased focus in the future. The Hennecke GROUP is committed to continuously developing its workplace culture.

About Hennecke

For 80 years, the core brands of the Hennecke GROUP have been developing pioneering systems and technologies for polyurethane processing. As a global market leader, the group of companies sets new standards in efficiency, quality, and sustainability with both tailor-made and standardized solutions, supported by a comprehensive service portfolio.

About Great Place To Work®

Great Place To Work® is the global authority on workplace culture, employee experience, and leadership behaviors. The certification is based entirely on feedback from current employees and measures how consistently they experience a high-trust workplace. According to GPTW research, employees at certified companies are 93 percent more likely to look forward to work positively.

Further information and press contact

Director Global Marketing & Communication

Torsten Spiller

Phone +49 2241 339 394
Email torsten.spiller@hennecke.com

Hennecke GmbH

Birlinghovener Straße 30
53757 Sankt Augustin (Germany)

Phone +49 2241 339 0
Email info@hennecke.com

www.hennecke-group.com