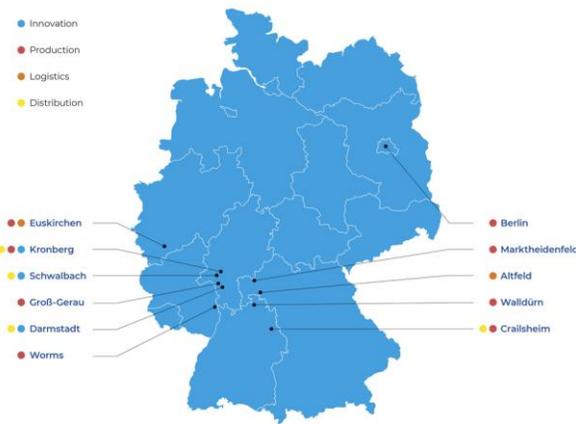




## Germany

- Innovation
- Production
- Logistics
- Distribution



Established: 1960

Employees: More than 9,000

**Legal Entities:** Procter & Gamble Germany GmbH  
 Procter & Gamble Germany GmbH & Co Operations oHG  
 Procter & Gamble Deutschland GmbH  
 Procter & Gamble Service GmbH  
 Braun GmbH  
 Procter & Gamble Manufacturing Berlin GmbH  
 Procter & Gamble Holding GmbH  
 Procter & Gamble GmbH  
 Procter & Gamble Manufacturing GmbH  
 Procter & Gamble Health Germany GmbH  
 Procter & Gamble Consumer Health Germany GmbH  
 Procter & Gamble Grundstücks- und Vermögensverwaltungs GmbH & Co. KG  
 WEBA Betriebsrenten-Verwaltungsgesellschaft mbH  
 P&G Health Austria GmbH & Co. OG  
 Procter & Gamble GmbH - Austria

**Sites:** 11 sites  
 Administration: Schwalbach, Darmstadt (P&G Health Germany GmbH)  
 Innovation Centers: Schwalbach, Kronberg  
 Plants: Berlin, Crailsheim, Euskirchen, Groß Gerau, Marktheidenfeld, Walldürn, Worms  
 Distribution Centers: Altfeld, Crailsheim, Euskirchen

**Brands:** **Beauty:** Head & Shoulders, Olay, Herbal Essences, Pantene, Old Spice  
**Grooming:** Braun, Gillette, Gillette Venus  
**Baby & Feminine Care:** Pampers, Always, Always Discreet  
**Oral Care:** Oral-B, Blend-a-dent, Blend-a-med  
**Health Care:** Wick, Clearblue, Persona, Nasivin, Femibion, Cebion, Bion 3, Vigantol, Neurobion, Dolo-Neurobion, Kytta, Kytta Sedativum,  
**Household Care:** Ariel, Lenor, Meister Proper, Febreze, Swiffer,



P&G was established in Germany in 1960. What started with a few employees in a small office in downtown Frankfurt has become the **largest research & development center for P&G outside the U.S.** with around 750 employees. Germany is also one of the biggest production locations outside the U.S. Today, approximately 9,000 employees work for P&G in Germany.

### Key Facts

- In Germany P&G brands have delighted consumers for more than 50 years. About 30 P&G brands are available in Germany.
- Many of the innovations at P&G are “made in Germany”. With about 750 researchers out of 7,500 worldwide, P&G Germany houses the
- In our German Innovation Center research is conducted in the areas of Baby Care, Feminine Care, Oral Care, Grooming and Hair Care are developed.

biggest Innovation Center outside the United States.

## Sustainability

We at P&G have set our sustainability targets in our **Ambition 2030**. By 2030, we are implementing plans such as 100% reusable or recyclable packaging and reducing our CO<sub>2</sub> footprint. A recent milestone: Since September 2019, all Fairy detergent bottles in sizes 450ml and 625ml have been made of 100% recycled plastic from household collections (excluding caps and labels).

In 1972 P&G introduced the **Procter & Gamble Sustainability Award** to reward scientific work with innovative ideas in the field of environmental protection. Every year, young scientists at the Goethe University in Frankfurt are awarded the prize.

## Social commitment

Since April 2018, Procter & Gamble, REWE and the Aktion Mensch have been campaigning the donation initiative **"Stück zum Glück"** to promote more inclusive playgrounds in Germany. The aim of the initiative is to implement more than 30 playground projects in three years with a total donation amount of one million euros.

With the **#FamilienChancen** campaign, P&G and FC Bayern München want to help families get more recognition for their outstanding achievements. In November 2019, the foundation "RTL - Wir helfen Kindern e.V." received a Scheck for 500,000 euros as one of the sponsored projects. Also in the season 19/20 #FamilienChancen is continued: For every goal scored by the men's and women's teams of FC Bayern Munich on one of the league match days, 500 euros will be donated.

Since September 2019, we have been supporting DKMS LIFE with Gillette Venus in giving women suffering from cancer a piece of joy in their everyday lives. With the look good feel better cosmetic seminars, **DKMS LIFE** strengthens the well-being of the patients and helps them to gain new courage to face life. In addition, Gillette Venus donates every razor or blade package sold to DKMS LIFE in October, the month of breast cancer.

Together with its cooperation partner **innatura**, P&G ensures that impeccable products that are not suitable for retail sale are distributed as donations in kind to charitable organisations. In this way, we conserve resources and support innatura in doing good.

## Innovation

The German research and development centre in Schwalbach/Kronberg has already developed many innovative products in the areas of baby care, feminine hygiene, oral care, shaving and hair care. Our current innovations are **Oral-B Genius X**, **GilletteLabs Heated Razor** and **Ariel Allin1 Pods**.

## Employer

For many years, P&G has attached great importance to an innovation-friendly corporate culture and an environment in which talent, creativity and ingenuity can evolve. In 2018, P&G was awarded the **"Great Place to Work"** seal of quality, making it one of the top employers in Germany.

## Diversity and Inclusion

Diversity and inclusion are integral to our corporate purpose, values and principles. We strive to achieve inclusion, for example through the inclusion contract with the works council, and gender equality at all levels of the company. We recruit both men and women at the entry level. Women represent almost half of our executive positions.

In Germany and Switzerland, P&G is involved in the **LEAD Network** (Leading Executives Advancing Diversity), which promotes diversity in the world of work and, in particular, better career opportunities for women.

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