

The Strength and Vitality of Our Global Enterprise

We believe the essence of a sustainable enterprise is centered on earning the enduring goodwill of customers. Earning that goodwill begins with our people. The dedication of our employees has enabled JohnsonDiversey to deliver on its commitment to customers for more than 120 years.



Employee Development

Our more than 11,000 employees are the fundamental vitality and strength of our global enterprise. In our values embodied in This We Believe, we commit to “maintaining good relations among all employees around the world based on a sense of participation, mutual respect and an understanding of common objectives.”

We live out this commitment by:

- **Creating** a climate for employees to freely air concerns and express opinions with fair consideration;
- **Responding** to employees’ ideas, recommendations and problems;
- **Fostering** open, two-way communication between management and employees;
- **Providing** opportunities for employees to participate in decision-making processes;
- **Encouraging** all employees to work as a team; and
- **Respecting** the dignity and right to privacy of every employee.

In 2006, we lived out the value we place on employees through a range of programs and initiatives. We again provided the tools, training and opportunities that managers, supervisors and indeed all employees need to advance their careers at JohnsonDiversey. Several of these efforts are described here.

Developing Employees Goes Beyond Training

Training and career development for every employee is fundamental to our success. It is part of our commitment to maintaining a strong, vital, committed work force. Employee succession plans are a key element of maintaining a successful enterprise.

Managers work with employees to develop an individual career path at JohnsonDiversey. Direction takes the form of three important programs of employee development: Best Leaders, for mid-level management; Principles of Management (POM) for managers and supervisors; and Employee Succession and Development (ES&D) for everyone.

Best Leaders is a program designed for people who manage other managers. Piloted with 25 leaders in our European operations in 2005, 48 managers participated last year. Two three-day sessions were followed by six months of active career development. The program provides assessment tools and coaching to strengthen participants’ management skills.

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Progressing Toward Zero Accidents

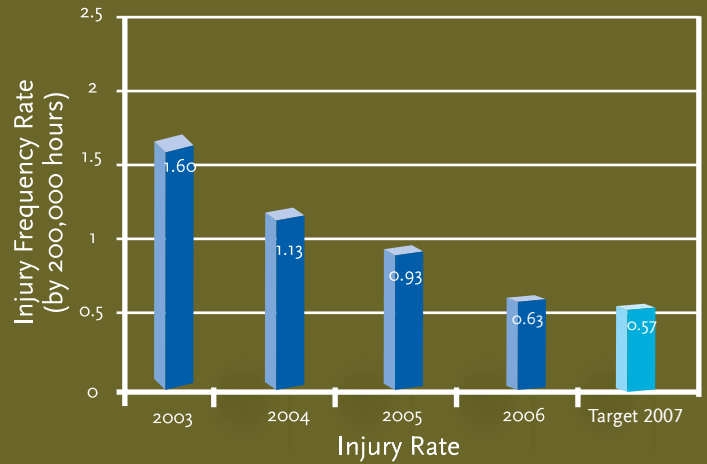


JohnsonDiversey has an aggressive program for reducing on-the-job accidents

by targeting zero incidents. In 2005, the rate was 0.93 injuries per 100 full-time-equivalent employees. In 2006, we reduced our frequency rate to 0.63, which is a 32 percent drop over the previous year and exceeded our goal for progress.

Since the launch of Target Zero in 2002, we have reduced employee injuries by 71 percent, which meant avoiding 559 potential injuries. We continue to strive to make zero environmental, health and safety incidents a critical goal for all our employees and an essential part of the JohnsonDiversey culture.

Target Zero 2006



The **Principles of Management** program is designed for managers, supervisors and leaders in early stages of their careers supervising people. It consists of 10 four-hour sessions. Participants hone their listening, evaluating and managing skills; study cross-functional leadership and styles of leadership; and develop a participatory style of leadership. POM has been launched throughout JohnsonDiversey worldwide with 297 people participating in the program last year.

We reinforced our **Employee Succession & Development** initiatives by establishing a consistently applied system for measuring employee performance globally. This new system will provide consistent measures across the many geographies and functions of JohnsonDiversey from managers and supervisors through to their direct reports.



Best Leaders program with 48 managers participating in 2006

Employee Child Care, Recreation and Fitness

JMBA Center

The Johnson Mutual Benefit Association Center in Racine, Wisconsin, is a state-of-the-art recreation and fitness center for use by all employees, retirees and their families.

The facility includes a 20,000 sq. ft. gymnasium with two basketball courts, four volleyball courts and five badminton courts. It also has racquetball courts, a squash court and a golf driving area. The JMBA Center houses a large aquatic center including a 250,000-gallon, L-shaped pool, a waterslide, hot tub and children's wading pool.

Child Learning Center

Racine-based JohnsonDiversey employees have access to the full-service Child Care Learning Center (CLC) located near the JMBA Center. The CLC is staffed by professionals who provide high-quality nurturing and education for infants through age 12. Before- and after-school and summer programs are also available.

The center has been recognized as a model for corporate child care and is one of the first of its kind in the nation.