











Appendix 3 NCH Employee Survey 2009 Headline Results

	% difference from 2008 (percentage points)
93% of employees understand how their work fits into the work of their team	No change
85% of employees understand how they contribute to the vision and purpose of the company	No change
59% of employees feel they are kept informed	 5%
71% of employees feel they are kept well informed about performance	 14%
52% of employees feel that NCH is viewed positively by customers	 23%
65% of employees feel that senior management provide strong leadership	 10%
85% of employees feel that company values are applied in day to day work	 4%
68% of employees feel that learning and development is taken seriously	 16%
54% of employees feel satisfied with pay and benefits	 18%
68% of employees feel that their own morale is high	 11%
63% of employees feel that morale within their team is high	 15%
39% of employees feel that morale across NCH is high	 24%
66% of employees feel that they would recommend NCH as a place to work	 22%
67% of employees feel satisfied with their present job	 10%