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Sonja Kuch studied European Business Studies with a focus on Marketing and Business Management with terms abroad in England and the USA. After studying she started her professional career at Wella AG in Darmstadt in the Regional Management Western Europe. Previously, she worked for four years in the diplomatic service at the Foreign Office with a stay at the German Consulate General in Milan.

In 1996, Sonja Kuch joined Henkel in Düsseldorf. There she worked for many years in various functions and business units in International Marketing and International Market Research before moving to Human Resources in 2012. Her responsibilities in Global Diversity & Inclusion include global communications, strategic focus topics on Inclusion and the steering of the Regions in Europe, North America, Asia Pacific, Latin America and IMEA.