

L'Oréal

Sector

Luxury Goods and
Cosmetics

Indices



Highlights

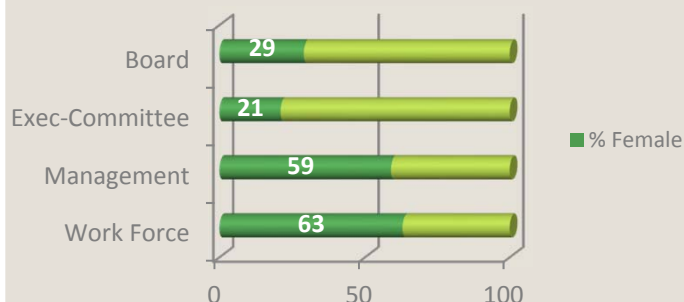
Equality & Diversity Performance

1st in sector (87/100)

Key Related Sector Challenges

The sector traditionally has a female dominated workforce. Vigeo's research indicates that this has yet to be translated into high levels of female representation at the highest levels (Executive and Board Level).

Gender Balance



Gender Equality



L'Oréal has a formalised target towards Gender Equality:

1. Integrate 50% of women at the top level of the Company by 2015
2. Equal pay for Equal work
3. Balance recruitment at all levels and functions.



Commitments are overseen by a Global Diversity Director, a Global Diversity Management Team and Diversity Observatories are in place to monitor the overall corporate performance.



L'Oréal monitors a range of diversity indicators internally.



In 2012, women represented 62% of executives recruited, 44% of management committees and 46% of first expatriate missions.

Best Practices

... Creating Female Opportunity & Leadership

- The L'Oréal Foundation has initiatives to specifically nurture and support the development of 'Women in Science' (non-employees) through grants. L'Oréal also committed to support the Asian University of Women and its students by providing scholarships, internship opportunities, mentoring and coaching.
- In 2013, L'Oréal SA obtained the Equality Label. Also, by end 2013, 12 perimeters had been certified by the Gender Equality European Standard (GEES) and L'Oréal Mexico by the World Bank.
- End 2013, 15 000 employees took place in Diversity workshops across 28 countries.
- L'Oréal has been working to create a global monitoring and control tool monitoring age, gender, salary, etc. In total, the tool covers thirty indicators that can be accessed at any time by the group's managing directors and HR management committees.

The Company did not appear to face any visible allegations linked to gender discrimination