

# L'ORÉAL

## L'Oréal launches Employee Human Rights Policy

**Clichy, 31 January 2020** - L'Oréal announce the launch of its **Employee Human Rights Policy** and commits to uphold a set of universal human and social rights standards for all its employees worldwide, regardless of their geographic location or position in the Group. This policy completes L'Oréal's general **Human Rights Policy**, published in 2017.

**Emmanuel Lulin, L'Oréal Senior Vice-President and Chief Ethics Officer**, said: *"This policy lays out commitments that will take us even further in universalizing standards for our employees by outlining what we're doing concretely for their human rights."*

L'Oréal's Employee Human Rights Policy has been developed with input from internal and external stakeholders, including the Danish Institute for Human Rights and experts from the United Nations.

**Jean-Claude Le Grand, L'Oréal Executive Vice President, Human Relations**, said: *"This policy is a remarkable initiative fully endorsed by Human Relations. It strengthens in particular our diversity and inclusion commitment, and is based on our Share & Care program, which grants all our employees a set of universal social benefits. This is how L'Oréal contributes to excellence in social innovation."*

A particular focus of the policy is on securing a living wage for all L'Oréal employees worldwide, in partnership with the Fair Wage Network. **Daniel Vaughan, Fair Wage Network Founder**, said: *"As part of L'Oréal's commitment to the Employee Human Rights policy, we are happy at the Fair Wage Network to contribute to the strategy on wages and working conditions aimed at driving concrete and sustainable changes."*

In addition to the living wage, the policy establishes concrete standards for topics ranging from freedom of association and prohibition of forced labor to freedom of expression and universal paid vacation.

To read L'Oréal's **Employee Human Rights Policy**, please click [here](#).

### **About L'Oréal**

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 36 diverse and complementary brands, the Group generated sales amounting to 26.9 billion euros in 2018 and employs 86,000 people worldwide. As the world's leading beauty company, L'Oréal is present across all distribution networks: mass market, department stores, pharmacies and drugstores, hair salons, travel retail, branded retail and e-commerce.

Research and innovation, and a dedicated research team of 4,000 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.

More information: <https://mediaroom.loreal.com/>

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*This press release may contain forecast information. While the Company believes that these statements are based on reasonable assumptions as of the date of publication of this press release, they are by nature subject to risks and uncertainties which may lead to a discrepancy between the actual figures and those indicated or suggested in these statements."*

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