

L'ORÉAL

L'Oréal extends Paid Parental Leave to 6 weeks

Clichy, 21 February 2019 - L'Oréal expands its international social benefits programme "L'Oréal Share & Care" by extending parental leave for the second parent to 6 weeks in France.

This new 6-week paid parental leave will be offered to employees who are fathers or other second parent (same-sex), in case of birth and adoptions. This represents 150 to 200 employees in France each year. It will be effective for any child born or adopted as of March 1st, 2019.

*"Beyond maternity leave, having a parental leave for the co-parent is an aspiration expressed by the new generations and it also contributes to gender equality at the workplace", said **Jean-Claude Le Grand, Executive Vice-President Human Relations of L'Oréal**. He added: "Achieving this equality is linked to a more balanced sharing of roles in the domestic sphere, and a better distribution of the mental burden, still largely bearded by women."*

These new measures will enable L'Oréal to strengthen its position among the companies with the best social benefits in each country. The "L'Oréal Share & Care" program aims to guarantee all employees a common set of basic social benefits and the best social practices in each market with regards to welfare, parenthood, health and quality of life at work.

Strongly committed to social protection for its employees, L'Oréal is pursuing its ambition to offer the best standards in terms of benefits and protection to its teams worldwide. An ambitious goal that reflects a corporate vision in which sustainable growth and a high level of social responsibility go hand in hand.

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 82,600 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 3,885 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.

For more information: <http://mediaroom.loreal.com/en>

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This news release may contain some forward-looking statements. Although the Company considers that these statements are based on reasonable hypotheses at the date of publication of this release, they are by their nature subject to risks and uncertainties which could cause actual results to differ materially from those indicated or projected in these statements."

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