L’Oréal contributes to **16 of the 17 Sustainable Development Goals** defined by the United Nations in 2015. The Group is able to do this thanks to its sustainability programme, its strong ethical commitment, its policy to promote diversity, and its charitable actions with the support of the L’Oréal Foundation and by its brands, among other resources.

<table>
<thead>
<tr>
<th>SDGs</th>
<th>No Poverty</th>
<th>Zero Hunger</th>
<th>Good Health and Well-being</th>
<th>Quality Education</th>
<th>Gender Equality</th>
<th>Clean Water and Sanitation</th>
<th>Affordable and Clean Energy</th>
<th>Decent Work and Economic Growth</th>
<th>Industry, Innovation and Infrastructure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>2</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>3</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>4</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>5</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>6</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>7</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>8</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>9</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>10</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>11</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>12</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>13</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>14</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>15</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>16</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>17</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
<td>✗</td>
</tr>
</tbody>
</table>

### L’Oréal for the Future

**Transforming Our Activities**
- Fighting climate change
- Managing water sustainably
- Respecting biodiversity
- Preserving natural resources

**Empowering Our Business Ecosystem in Our Transformation**
- Building a more inclusive society
- Involving our consumers in our sustainable transformation

**Contributing to Solving the Challenges of the World**
- Supporting women in extremely vulnerable situations
- Contributing to the regeneration of nature
- Accelerating the development of the circular economy

### Philanthropy

- For Women in Sciences
- Beauty for a Better Life
- Women and Climate

### Promoting Diversity, Equity, and Inclusion

**Promoting Gender Equity & LGBTIQA+**
- Group-wide HR policy on domestic violence
- EDGE or GEEIS certifications for gender equality
- Group-wide analysis of the differences in remuneration between women and men (using the EDGE Pay Gap Tool)

**Inclusion of People with Disabilities**
- Member of the One in Three Women network
- Member of the UN Global Business and Disability Network
- Member of The Valuable 100 Initiative
- Member of the Disability Hub Europe Initiative
- Digital accessibility for all platforms (internal/external)
- Member of EqualNetwork via the European Network against Racism (ENAR)

**Socio-Economic and Multicultural Origins**
- Member of the Tent Partnership for Refugees network
- Member of the Refugees Are Talents coalition
- Use of artificial intelligence solutions in the recruitment process

**Age and Intergenerational Inclusion**
- Promoting dialogue and cooperation between employees from different generations (e.g., reverse mentoring, transition to retirement, career development, representation etc.)

### Our Ethical Principles

**To Our Suppliers**
- Buy and Care, Mutual Ethical Commitment Letter

**To Our Employees**
- Share & Care

**To Society**
- Citizen Day, Human Rights Policy, Corruption Prevention Policy

**To Our Consumers**
- Product safety, responsible advertising