

L'ORÉAL

L'Oréal is a founding member of ILO's Global Business Network for Social Protection Floors

Clichy, 28 October 2015 - Today in Geneva, at the ILO's (International Labour Organization) international headquarters, Jean-Paul Agon, Chairman and CEO of L'Oréal, accepted the invitation from Guy Ryder, ILO Director-General, to launch the Global Business Network for Social Protection Floors, whose goal is to take collective action and create a social protection floor for all.

Today nearly 73% of the world's population lack access to adequate social protection coverage. Several companies have implemented their own social protection systems as is the case with L'Oréal and its Share & Care programme. In line with these initiatives, the ILO is bringing together more than 10 major multinational companies in support of expanding social protection worldwide.

"It is primarily the responsibility of the states to ensure the existence of adequate social protection for society and to plan, organize and finance the necessary protections. However, companies could contribute significantly to establish social protection floors adapted to each country in accordance with the conventions and the recommendations of the ILO", said Guy Ryder, ILO Director-General.

"Providing our employees worldwide with the best social protection is one of L'Oréal's strategic ambitions. This is the aim of our Share & Care programme launched two years ago and rolled out in all our subsidiaries by the end 2015", said Jean-Paul Agon, Chairman and CEO of L'Oréal. "We have worked in close collaboration with the ILO to share our practices and we are delighted to see that our partnership has now led to the creation of this global network of businesses dedicated to developing social protection. Together we are a driver for innovative solutions to accomplish this goal."

By the end of 2015, the Share & Care programme, launched in 2013, will provide L'Oréal employees in 68 subsidiaries the best social benefits in four areas: health, welfare, parenthood and quality of life at work. This worldwide social project will also become a social-innovation laboratory within the group's different subsidiaries.

About L'Oréal

L'Oréal has devoted itself to beauty for over 105 years. With its unique portfolio of 32 international,

diverse and complementary brands, the Group generated sales amounting to 22.5 billion euros in 2014 and employs 78,600 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 styling salons, travel retail and branded retail.

Research and innovation, and a dedicated research team of 3,700 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world and attract one billion new consumers in the years to come. L'Oréal's new sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.
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About L'Oréal

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 34 diverse and complementary brands, the Group generated sales amounting to 25.8 billion euros in 2016 and employs 89,300 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.

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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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