

# L'ORÉAL

## **L'Oréal ranked among top 20 most Diverse & Inclusive organizations globally by Thomson Reuters new D&I index**

**Clichy, September 26, 2016** – In its new Diversity & Inclusion (D&I) Index launched today by Thomson Reuters, L'Oréal was recognized as one of the top 20 companies for diversity & inclusion, achieving a #19 ranking among over 5,000 companies evaluated worldwide.

*“Diversity & Inclusion supports the L'Oréal global mission of beauty for all. We have been adamant in our position to be transparent on our D&I indicators as a measure of accountability for our actions in the workplace and marketplace worldwide. To be ranked among the top 20 companies by Thomson Reuters' Diversity and Inclusion Index is inspirational. It is an acknowledgement of the work that we have done, and a challenge to go further”* said **Jean-Claude Le Grand**, Senior VP Talent Development and Chief Diversity Officer at L'Oréal.

L'Oréal has been committed for more than 10 years to develop a results oriented Diversity & Inclusion strategy focusing on various themes.

### **Inclusion of people with disabilities**

To build awareness and promote the subject of disability in its subsidiaries worldwide, L'Oréal has set up the "Disability Initiatives" Trophies to recognize operational entities for their local initiatives. As of today, 65 subsidiaries have initiated local actions to promote disability in the workplace or marketplace. The 5th edition 2016 Trophies will leverage the participation of all employees who will vote for their favorite best country initiatives

### **Gender equality**

In 30 countries, L'Oréal has been certified either by GEES (Gender Equality European Standard) or EDGE (The Global Business Certification Standard for Gender Equality) for its progress in gender equality. In 2015, L'Oréal has obtained the EDGE gender equality label in Russia, Australia, India, the Philippines, Brazil and Canada either as the first company in the country or as the first company in the cosmetic sector in the country.

### **Inclusion of people with diverse social and cultural origins**

The diversity of origins of L'Oréal employees is an important success factor of the Group. One of the

priorities is given to the diversification of recruitment: Today, 50 subsidiaries have partnerships with schools and universities, and 25 subsidiaries have partnerships with associations to recruit talents with diverse ethnic and social origins.

### **Supporting the Global mission of Beauty for All**

As the world leader in beauty, L'Oréal has to reflect the diversity of beauty in the marketplace. Our D&I strategy includes collaborating closely with key international brands in order to make this a reality. This was reflected, for example, with our partnership with Lupita Nyong'o for Lancôme, Jane Fonda for L'Oréal Paris and many local models to reflect local beauty and rituals.

To reinforce the importance of diversity and enhance the internal awareness of this topic more than 20 000 L'Oréal employees worldwide would have benefited from a specific training by the end of 2016.

L'Oréal made the commitment to our employees and stakeholders to measure our progress on Diversity & Inclusion, and this every five years. To learn more about Diversity & Inclusion at L'Oréal please visit the online version of the report here: [www.diversityreport.loreal.com](http://www.diversityreport.loreal.com)

The Thomson Reuters Diversity & Inclusion Index ranks top publicly traded companies globally with the most diverse and inclusive workplaces, as measured by 24 metrics across four key categories: Diversity; Inclusion; People Development and News Controversies. These metrics are then weighted for importance in the market and how a company compares against its peers to develop the ranking.

The index ratings are supported by Thomson Reuters environmental, social, and governance (ESG) data, designed to transparently and objectively measure the relative performance of over 5,000 companies and provide clients with actionable differentiated insight.

For more information about the D&I Index, please visit <http://financial.thomsonreuters.com/en/products/data-analytics/market-data/indices/diversity-index.html>

### **About L'Oréal**

*L'Oréal has devoted itself to beauty for over 105 years. With its unique international portfolio of 32 diverse and complementary brands, the Group generated sales amounting to 25.26 billion euros in 2015 and employs 82,900 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 3,870 people, are at the core of*

*L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's new sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain. [www.loreal.com](http://www.loreal.com)*

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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.

Research and innovation, and a dedicated research team of 3,870 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. [www.loreal.com](http://www.loreal.com)

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*"This news release does not constitute an offer to sell, or a solicitation of an offer to buy L'Oréal shares. If you wish to obtain more comprehensive information about L'Oréal, please refer to the public documents registered in France with the Autorité des Marchés Financiers, also available in English on our Internet site [www.loreal-finance.com](http://www.loreal-finance.com).*

*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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