

# L'ORÉAL

## The "L'Oréal Share & Care" social programme extended to employees across the Group's 67 countries

**Clichy, 27 April 2016** - Two years after it was launched, the "L'Oréal Share & Care" programme provides employees in the 67 countries with a universal set of social benefits. Over 100 initiatives have also been set up by subsidiaries, making L'Oréal, in each of the countries, one of the leading employers in terms of social policy.

This set of social protections addresses the essential needs of employees in four areas: health, welfare, parenthood and quality of life at work. Some of the main measures include:

- At least twenty-four months paid in the event of death or permanent incapacity
- An access to major treatments with a reimbursement of at least 75% of related costs
- A minimum paternity leave of 3 days paid at 100% of the salary
- A minimum maternity leave of 14 weeks paid at 100% of the salary

### Over a hundred local initiatives

The programme goes even further, with the implementation of local initiatives at each subsidiary, such as:

- Medical insurance for parents of employees in Pakistan
- Ten days fully-paid paternity leave in the United States
- Medical visits for children of employees in Peru
- Financial contributions towards the education of children of employees in Spain
- Spaces dedicated to mothers in Malaysia or Dubai.

"Our objective is to position L'Oréal as one of the most responsible employers in each country, with the same minimum social protection for all our employees, but also a very localized set of measures, responding to local legislation, culture, and the needs of employees," specified **Jérôme Tixier**, Executive Vice-President Human Resources and Advisor to the Chairman of L'Oréal.

The L'Oréal Share & Care programme has attracted the attention of the International Labour Organization, within the framework of its study into the contribution of large businesses in the development of social protection throughout the world. L'Oréal is a founding member of the "Global

Business Network for Social Protection Floors", a network of companies set up by the ILO.

Discover the programme and the initiatives through the L'Oréal Share & Care initiatives film

## 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 and branded retail.*

*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 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.

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 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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