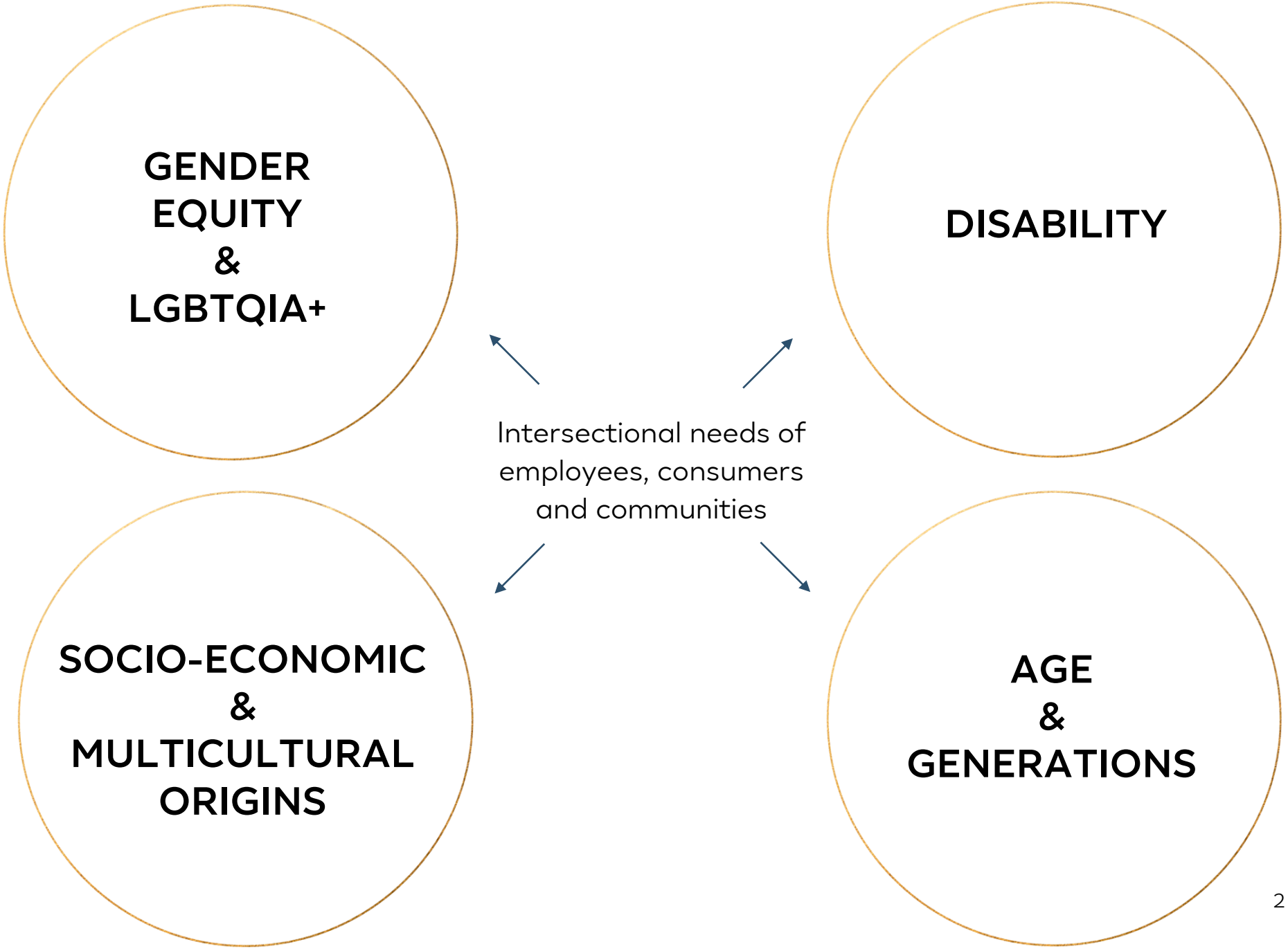
L'ORÉAL
DIVERSITY
EQUITY
INCLUSION

DIVERSITY EQUITY & INCLUSION
OUR PILLARS



L'ORÉAL DIVERSITY EQUITY INCLUSION

C1 - Internal use

DE&I MISSION STATEMENT AND ADRESSABLE TARGET

OUR DE&I COMMITMENTS TO OUR EMPLOYEES, CONSUMERS & SUPPLIERS

1. Encourage **multicultural and socio-economic diversity**
2. Accelerate the inclusion of **people with disabilities**
3. Take into account people of all **ages and generations**
4. Continue to promote **gender equity** and foster inclusive environments for **LGBTQIA+** people.

L'ORÉAL DIVERSITY EQUITY INCLUSION

C1 - Internal use

DISABILITY INCLUSION
INTERNAL LOCAL INITIATIVES

- Objective: meet local legal obligations and the L'Oréal standard of **2% of direct employees** with disabilities throughout the Group as a minimum.

- **Recruitment:** partnerships with specialist organisations to **increase recruitment opportunities** for people with disabilities and participation in dedicated **information and recruitment forums**.

- Disability awareness training; inclusive manager training as well as various e-learnings: disabilities, unconscious bias

- **Specific initiatives** to **recruit and train** people with disabilities. Launch of our Digital Marketing Academy (pilot)

- Awareness initiative **#BreaktheSilence** (US) extended in South Africa while leveraging calendar days to driving further awareness and engagement (Bipolar Day, Mental Health Awareness Month, International Day of Disability Awareness, etc)

L'ORÉAL DIVERSITY EQUITY INCLUSION

C1 - Internal use

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