DIVERSITY
EQUITY &
INCLUSION
OUR PILLARS

GENDER
EQUITY
&
LGBTQIA+

DISABILITY

SOCIO-ECONOMIC
&
MULTICULTURAL
ORIGINS

AGE
&
GENERATIONS

Intersectional needs of employees, consumers and communities
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**.
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)