

# L'ORÉAL



**DIVERSITY, EQUITY AND INCLUSION**

**BY: SYLVIE FELDMAN**

**1970s: Promoting women in leadership, appointing their first female managing director in France in 1974.**

**2018: Establishing their Global Diversity, Equity & Inclusion Advisory Board.**

# THIS IS AN AD FOR MEN.

Hire more women in leadership roles. We're all worth it.



## DISABILITY

L'Oréal employees Worldwide with disabilities

1,625\*

Total L'Oréal employees with disabilities\*

(\*Direct employment)

## NATIONALITY & MULTICULTURAL ORIGINS

168 nationalities across 68 countries

## AGE

38 average age of our employees

15% of our employees over 49 years old

25,000 professional opportunities for people under 30 in 2022

***“Create the beauty that moves the world.”***

# PEOPLE AT L'ORÉAL

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

**RESPECT FOR ALL  
EMPOWERMENT**



# REPRESENTATION IN THE WORKFORCE: WE PROMOTE GENDER EQUITY AROUND THE WORLD

- In 2020, 54% of 5,300 key positions were held by women

At end 2020, women represented:

**69%**

of L'Oréal's total workforce

**58%**

of the members of the Board of Directors

**26%**

of the members of the Executive Committee  
(vs. 7% in 2007 and 21% in 2010)

**54%**

of positions of greater responsibility within the Group\* (vs. 37% in 2013)

**59%**

of international brand directors

- ❖ Analyze and promote pay equity
- ❖ Promote international mobility
- ❖ Support parents

# WHY DOES DEI MATTER TO L'ORÉAL?

**Diversity, Equity and Inclusion fuel the innovation, inspiration and ambition that helps to create the beauty that moves the world.**

This means:

- ❖ Developing formulas that ensure quality, efficacy and safety for all of our consumers and their specific needs
- ❖ Celebrating the infinite diversity of beauty in our advertising
- ❖ Working to eliminate bias in algorithms
- ❖ Recruiting diverse teams and prioritizing inclusive leadership and management
- ❖ Partnering with responsible suppliers who share our commitments

*More rights for me, it doesn't mean fewer rights for you.*

Margaret Johnston-Clarke

Global Chief Diversity, Equity & Inclusion Officer

# MY OPINION

I appreciate their honest self-assessment and transparency, even if specifics for improvement remain debated.

- **Racial and ethnic diversity still needs work**
  - Less people of color are in leadership positions
  - More white models are used in campaigns
  - Systematic biases are deeper rooted biases that require attention

L'Oréal's commitment to self-improvement and growth inspires me! Their awareness of areas for progress aligns perfectly with my desire to contribute to a constantly evolving and impactful company.



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