

# L'ORÉAL

FUND FOR WOMEN

2023 ANNUAL REPORT

# *Contents*

<b>MESSAGE FROM THE PRESIDENT</b>	<b>P.5</b>
<b>SUPPORTING WOMEN IN SITUATIONS OF HIGH VULNERABILITY</b>	<b>P.6</b>
▪ WOMEN, THE FIRST VICTIMS OF HEALTH, SOCIAL AND ECONOMIC CRISES	
▪ THE MISSION OF THE L'ORÉAL FUND FOR WOMEN	
▪ RESULTS	
<b>GOVERNANCE</b>	<b>P.14</b>
▪ BOARD OF DIRECTORS	
▪ ADVISORY BOARD	
▪ COMMITTEE OF EXPERTS - FRANCE	
▪ OPERATIONAL TEAM	
<b>APPLICATION PROCESS AND MONITORING OF ACTIVITY</b>	<b>P.20</b>
<b>PROJECTS AND ORGANIZATIONS SUPPORTED IN 2023</b>	<b>P.22</b>

# *Message from the President*



In recent years, we have experienced a profound paradigm shift. Crises no longer come along sequentially but are now more likely to accumulate, building off each other, and increasing the heavy price already paid by their primary victims – namely, women.

From natural disasters, wars and conflicts, economic and social crises, to the turning-back of women's rights, 2023 is set to mark an unfortunate new record in terms of gender inequality.

As a result, the L'Oréal Fund for Women, created back in 2020, has lost none of its relevance. In fact, in 2023 we have decided to renew our commitments for the next three years. Because empowering the most vulnerable women to live securely, break free from instability, achieve independence, and take care of their own futures is a battle that reflects the essential role they hold within our societies.

In 2023, the Women's Fund supported more associations and helped more women than ever before: in total helping nearly 1,320,000 direct beneficiaries, 8,610,000 indirect beneficiaries and 320 associations this year alone.

But importantly, beyond the immediate assistance we've provided this year; particularly in Turkey, Morocco, Sudan and Armenia to address urgent humanitarian needs, we have designed our actions to have a long-term impact. Our goal is to provide sustained support to women as they journey towards rebuilding, resilience and empowerment.

And in a context where the philanthropic ecosystem in favor of women is increasingly weakened, the Fund has extended its action to support the development of NGO leaders in order to help them amplify their impact.

Because it is through our collective action that we can enhance the lives of women, the fundamental 'sine qua non' for the more sustainable and inclusive world that underpins our commitment.

**NICOLAS HIERONIMUS**  
President of the L'Oréal Fund for Women  
and Chief Executive Officer of L'Oréal.

*Supporting  
women in  
situations  
of high  
vulnerability*

**WOMEN, THE FIRST VICTIMS OF HEALTH, SOCIAL AND ECONOMIC CRISES**



Women continue to be the most affected by global challenges – from the ‘she-cession’, recession caused by the Covid-19 crisis, which has disproportionately affected women, to ‘she-flation’, whereby the negative effects of inflation have primarily touched women, gender inequalities continue to persist.<sup>1</sup> Women and girls are also the first to be concerned by poverty and conflict.<sup>2</sup> However, only 4% of international aid programmes support women as their primary objective.<sup>3</sup>

■ **1. The consequences of the pandemic on women: the precariousness and regression of women’s rights**

The multidimensional consequences of the Covid-19 pandemic weigh more heavily on women and jeopardize their rights.

Women have lost 64 million jobs worldwide, which represents an income gap of \$800 million. Young women (aged between 15 and 24) are twice as numerous as young men of the same age to have lost their job during the pandemic.<sup>4</sup>

The education of 743 million girls has been disrupted due to the pandemic, increasing the risk of complete dropout and exposing them to increased risks of gender-based violence, forced marriages, and economic precarity.<sup>5</sup>

<sup>1</sup> Institute for Women’s Policy Research, 2021.  
<sup>2</sup> UN Women, 2022.  
<sup>3</sup> OECD, 2020.  
<sup>4</sup> OXFAM, 2023.  
<sup>5</sup> UNICEF, 2022.

With a disrupted healthcare system during the pandemic, access to sexual and reproductive health services has been severely compromised, exposing women to a greater number of unintended pregnancies, sexually transmitted infections, and pregnancy complications. According to global projections, up to 7 million unintended pregnancies could be attributed to the Covid-19 pandemic.<sup>6</sup>

Furthermore, in addition to the anticipated 150 million cases over the next 10 years, up to 10 million additional child marriages are projected due to the pandemic.<sup>7</sup>

## ■ 2. The unequal effects of inflation: 'she-flation'

The pandemic, war, and inflation outpacing wage growth have contributed to a global cost of living crisis. In 2023, 4.8 billion people became poorer compared to 2019, and global inequalities deepened for the first time in 25 years.<sup>8</sup> For at least 1.7 billion workers, wages did not keep up with inflation in 2022.<sup>9</sup>

This general impoverishment has further exacerbated gender inequalities. Overrepresented in precarious jobs, women earned only 51 cents for every dollar of earned labor income by men, who globally possess \$105 trillion more wealth than women.<sup>10</sup> In France, women are paid on average 28.5% less than men, and in 2023, they occupied 76% of part-time jobs.<sup>11</sup>

## ■ 3. Dramatic rise in sexist and sexual violence

Beyond the consequences of the pandemic, forced and illegal marriages, sexist and sexual violence such as female genital mutilation, rape, feminicides, and prostitution have structurally increased worldwide.<sup>12</sup> In some countries, at least nine out of ten girls and women aged 15 to 49 have undergone female genital mutilation, while 15 million adolescent girls aged 15 to 19 have experienced forced sexual intercourse worldwide. In the face of this, seeking professional help remains extremely rare and limited, with only 1% of young female victims seeking assistance.

Finally, it is estimated that approximately 48,800 women and girls worldwide were killed by their intimate partner or other family members in 2022.<sup>13</sup> This means, on average, more than five women or girls were killed every hour by a member of their own family.

## ■ 4. Women facing crises: sexist violence as a weapon of war and 'pink migration'

In the world, more than 114 million displaced people were recorded in 2023, a record number driven by intensified armed conflicts, humanitarian crises, and the acceleration of the climate crisis. This situation contributes to the erosion of women's fundamental rights and exposes them to gender-based violence, further compromising their physical and psychological well-being.

During armed conflicts, women are often subjected to torture and sexual violence. Girls are also three times more likely to drop out of school in conflict-affected areas.<sup>14</sup>

Migration journeys, initiated to escape conflicts and crises, also pose a danger to women. Over the past two years, the war in Ukraine has forced over 4.2 million people to flee their homes.<sup>15</sup> It is estimated that 80% of them are women and children.<sup>16</sup>



<sup>6</sup> OXFAM, 2023.  
<sup>7</sup> UNICEF, 2022.  
<sup>8</sup> OXFAM, 2023.  
<sup>9</sup> OXFAM, 2023.  
<sup>10</sup> OXFAM, 2023.  
<sup>11</sup> OXFAM, 2023.  
<sup>12</sup> UNFPA, 2022.  
<sup>13</sup> UN Women, 2023.

<sup>14</sup> Global Citizen, 2023.  
<sup>15</sup> Consillium (Europa), 2023.  
<sup>16</sup> OCHA, HCR, 2024.

## THE MISSION OF THE L'ORÉAL FUND FOR WOMEN

### 1. Supporting frontline organizations working to help women in situations of vulnerability

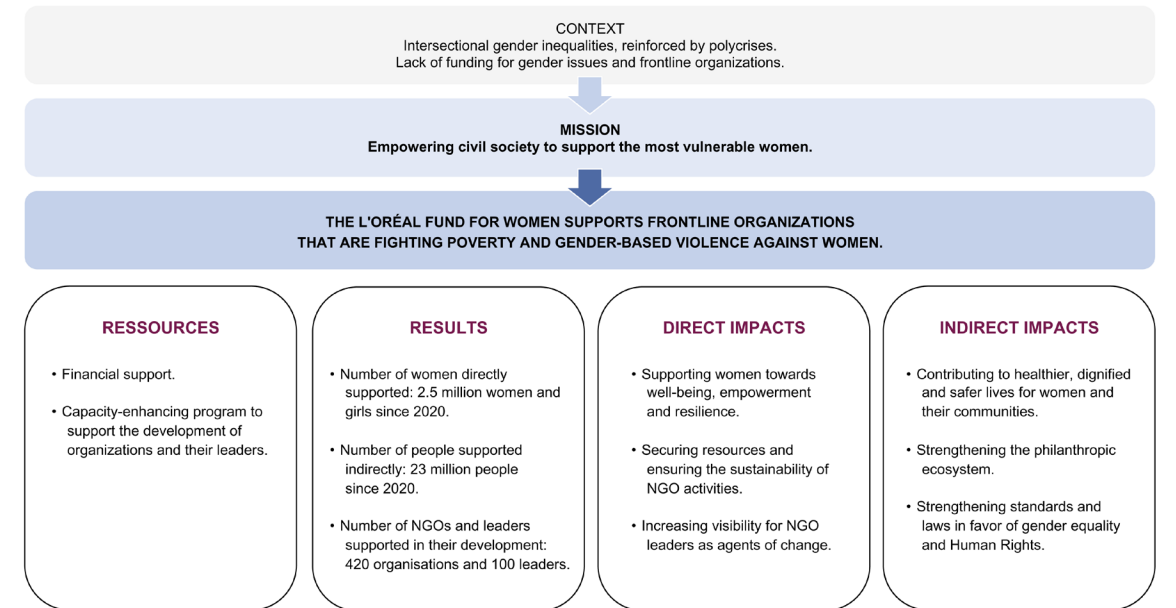
Historically committed to supporting women's rights, L'Oréal sought to strengthen its actions, and provide a response to the consequences of the health crisis, by launching the L'Oréal Fund for Women in 2020. This philanthropic endowment fund, initially endowed with a budget of 55 million euros, was renewed in 2023 with a budget of 30 million euros until 2026. Worldwide, its mission is to promote, accompany, and support non-profit initiatives of grassroots organizations in favor of women in high vulnerability, in particular with regards to the following priorities:

- Helping women to get out of poverty;
- Preventing domestic or sexual violence against women.

Particular attention is given to projects aiming to help women experiencing multiple types of vulnerability, such as is notably the case of women refugees or women with a disability. Beyond emergency support, the L'Oréal Fund for Women aims to actively contribute to the resilience of women and girls by supporting social and professional inclusion projects and fighting against obstacles to education.

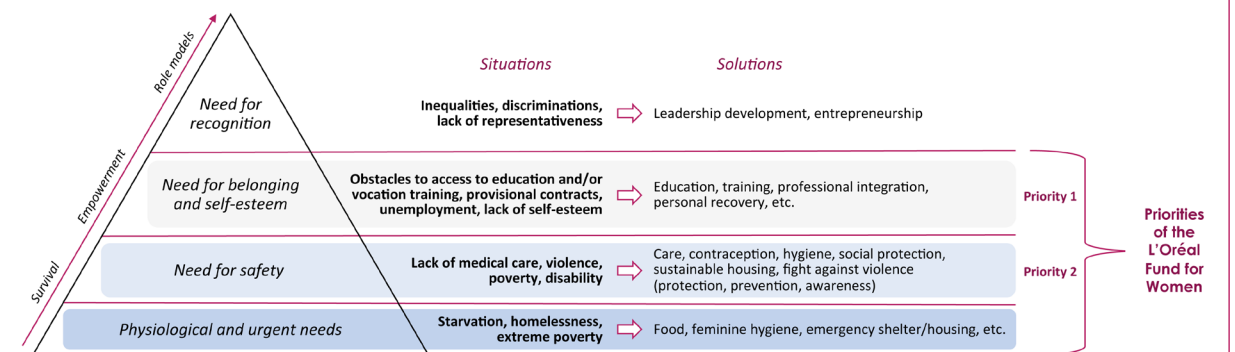


## THEORY OF CHANGE - FORMALIZING OUR ACTION



## PRIORITISING SOLUTIONS FOR RESILIENCE

The needs of women in situations of vulnerability have multiplied due to the health crisis and the urgency is real. The World Bank shows that GDP per resident would be at least 25% higher if these inequalities were reduced in developing countries. In order to create a more inclusive and equal world, the L'Oréal Fund for Women firstly supports short to medium-term solutions, helping to build resilience among the women most affected by the consequences of the crisis.



## 2. Contributing to the capacity enhancing for frontline organizations

Thanks to their agility, grassroots organizations have been on the frontline in the face of the pandemic and its economic and social consequences, particularly in terms of supporting the most vulnerable women.<sup>17</sup>

However, these organizations are fragile, as they often have a small budget with few employees, or may even be directed by volunteers, and must address issues surrounding the management of partners, and administrative or budgetary constraints.<sup>18</sup>

They also face multiple contextual challenges – indeed, they have to operate in continuously evolving conditions, in restrictive political environments, and taking into account the complexity of the sociocultural and economic contexts in which they operate.<sup>19</sup>

With growing needs on the ground, they suffer more strongly the effects of a lack of finance, which has direct consequences on managing employees. The mental and physical health of social workers is therefore under threat. The leaders of associations are increasingly at risk of burning out, as these executive roles are often accompanied by pressure qualified as intangible. This therefore has consequences in terms of organizational efficiency.<sup>20</sup>

In this way, with the number of needs growing among its partners, the L'Oréal Fund for Women launched in 2022 a capacity building program for frontline organizations, in order to support their development.

This support is taking place around four two areas of activity:

- **Development of teams and leaders of organizations:** leadership training seminars, strengthening communication and management skills, network development, and prevention of psychosocial risks.
- **Organizational development:** support for fundraising, model development, and scaling.

## FIGURES

The Founder allocated a capital endowment of €30,000,000 to the L'Oréal Fund for Women, as stated in the amended bylaws dated 13/03/2023, to be disbursed over a period of 4 years, according to the following schedule:

- €5,000,000 by 12/31/2023,
- €10,000,000 by 12/31/2024,
- €10,000,000 by 12/31/2025,
- €5,000,000 by 03/01/2026.

The amount of €30,000,000 has been increased by €193,210 for the provision of personnel, personnel expenses, premises, and equipment, bringing the total funding for the program to €30,193,210.

The Founder has disbursed €14,000,000 as an endowment for the year 2023. €24,064,142.63 has been consumed in the year 2023.

Monitoring of expendable endowment funds:

	<b>Consumable endowment paid by the Founder</b>	<b>Share of consumable endowment transferred to the income statement</b>	<b>Balance of expendable equity at the end of the year</b>
<b>2020</b>	9,000,000	3,000,589	
<b>2021</b>	16,000,000	9,597,901	
<b>2022</b>	16,000,000	18,218,764	
<b>2023</b>	14,000,000	24,064,143	
<b>Total</b>	<b>55,000,000</b>	<b>54,881,397</b>	<b>118,603</b>

## 2024 OUTLOOK

For the activity of the L'Oréal Fund for Women, the second installment of the Founder's endowment is planned to be disbursed, amounting to €10,000,000.

<sup>17</sup> FAO, 2023.  
<sup>18</sup> UN Women and Care, 2022.  
<sup>19</sup> UNFPA, 2022.  
<sup>20</sup> *Don't reinvent the wheel: possibilities for and limits to building capacity of grassroots international NGOs*, Susan Ape, 2018.

# Governance

## THE BOARD OF DIRECTORS

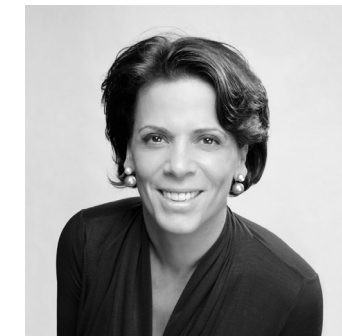
The role of the Board of Directors is to determine the main orientations of the L'Oréal Fund for Women, to evaluate the initiatives conducted and to approve the budget.

It is composed of five permanent members:



**MR. NICOLAS  
HIERONIMUS,**

President of the L'Oréal  
Fund for Women and  
Chief Executive Officer  
of L'Oréal.



**MS. ALEXANDRA PALT,**

Vice-President of the  
L'Oréal Fund for Women,  
Chief Corporate  
Responsibility Officer and  
Executive Director of the  
Fondation L'Oréal.



**MR. CHRISTOPHE  
BABULE,**

Chief Financial Officer  
of L'Oréal.



**MS. MYRIAM  
COHEN-WELGRYN,**

President of L'Oréal  
Dermatological Beauty.



**MR. JEAN-CLAUDE  
LE GRAND,**

Chief Human Relations  
Officer of L'Oréal.

The Board of Directors met once in 2023.



## THE ADVISORY BOARD

The L'Oréal Fund for Women also has an Advisory Board.  
Its main role is to:

- assist the Board of Directors in defining investment policy and allocation of resources by providing an overview of strategic orientations;
- monitor the implementation of the investment policy and allocation of resources;
- provide the Board of Directors with studies and expertise.

It is composed of seven external members and six internal members, appointed for a renewable period of one year.

**THE EXTERNAL MEMBERS** are academics and experts on the issue of vulnerability and gender:



**MS. DEVI ANGGRAINI,**

President of PEREMPUAN AMAN (Association of Indigenous Women of The Archipelago).

**DR. SHONALI BANERJEE,**

Researcher at the Center for Strategic Philanthropy, Cambridge Judge Business School.

**MS. NOËLLA COURSARIS MUSUNKA,**

Founder and CEO of the Malaika Foundation.

**MS. SWATEE DEEPAK,**

Research Associate at the Cambridge Business School on philanthropy in emerging markets.

**MS. BATHYLLE MISSIKA,**

Head of the Networks, Partnerships and Gender Division, OECD.

**DR. V. RUKMINI RAO,**

Executive Director, Gramya Resource Centre for Women, feminist activist.

**MR. MATTHIEU TARDIS,**

Research Fellow at the Center for Migration and Citizenship, French Institute of International Relations (IFRI).

**THE INTERNAL MEMBERS** are employees of the L'Oréal Group who have roles, experience or expertise related to the purpose of the L'Oréal Fund for Women:



**MR. FERNANDO ALARCON,**

Sustainability Director for Latin America Zone.

**MS. SYLVIANE BALUSTRE-D'ERNEVILLE,**

Managing Director of the L'Oréal Fund for Women and Director of the Inclusive Beauty Program of the Fondation L'Oréal.

**MS. MARGARET JOHNSTON-CLARKE,**

Chair of the Advisory Board of the L'Oréal Fund for Women and Global Chief Diversity, Equity and Inclusion Officer of L'Oréal.

**MR. PAWEL KONIECZNY,**

Director of Human Relations, L'Oréal Poland.

**MS. JULIE VALLAT,**

Vice-President Human Rights of L'Oréal.

This committee met once in 2023.

## THE EXPERT COMMITTEE FOR FRANCE

The Expert Committee for France is composed of ten external members, who are academic and field experts on the matter of vulnerability and gender in France. They are appointed for a renewable period of one year.

The mission of the Committee is to:

- provide an informed opinion on the Fund's strategic direction;
- monitor the implementation of the investment policy and resource allocation, particularly in France;
- propose studies and expertise to the Fund's operational management.



**MR. FARHAD ATAEE,**

Member of the Academy of the French Institute of International Relations (IFRI), project officer at SINGA.

**MS. SOUAD BOUTEGRABET,**

Director of DesCodeuses.

**MS. FRANCOISE BRIÉ,**

President of the Fédération Nationale Solidarité Femmes.

**MR. MARC CHEB SUN,**

Columnist and author, expert on diversity and social inclusion issues.

**DR. GISÈLE DAMBUYANT,**

Senior Lecturer in Sociology, expert on precarity and vulnerability.

**MR. ABDELAALI EL BADAoui,**

President of Banlieues Santé, Chief Impact Officer of Educ-Up.

**MR. THOMAS FOEHLÉ,**

Director of Solidarité Femmes 67.

**DR. SÉVERINE LEMIERE,**

Economist, expert on gender inequality in the workplace.

**MS. SARAH OURAHMOUNE,**

Founder of Boxer Inside Club.

**MS. SABINE SALMON,**

President of Femmes Solidaires, Director of Fight for Dignity.

## THE OPERATIONAL TEAM

The L'Oréal Fund for Women implements the strategic directions decided by the Board of Directors thanks to its operational team:



**MS. SYLVIANE BALUSTRE-D'ERNEVILLE,**

Managing Director of the L'Oréal Fund for Women and Director of the Inclusive Beauty Program of the Fondation L'Oréal.

**MS. PAULINE AVENEL-LAM,**

Deputy Director of the L'Oréal Fund for Women and of the Inclusive Beauty Program of the Fondation L'Oréal.

**MS. LAURA BARROSO,**

Program Manager of the L'Oréal Fund for Women.

**MS. MURIEL GELÉ,**

Financial Controller of the L'Oréal Fund for Women and the Fondation L'Oréal.

*Application process and monitoring of activities*

## APPLICATION PROCESS

Frontline organizations can seek a donation from the L'Oréal Fund for Women by sharing an application form to the operational team. The applications are evaluated based on the eligibility and selection criteria previously defined and communicated to the relevant candidates.

The application takes place in three stages:



The selected organizations are required to submit an annual reporting to assess the impact of the support provided by the L'Oréal Fund for Women. It provides the Fund's governance bodies with the information required for their work.



*Projects and organizations supported in 2023*

Since the creation of the Fund, more than **€53 million** was provided to approximately **420 organizations in nearly 80 countries**, which have directly helped more than **2,561,000 women and girls**. And this is more than **23,000,000 people<sup>21</sup>** in total including their families and communities who have indirectly benefited from the activities supported by the Fund.

NEARLY 420 ORGANIZATIONS SUPPORTED

MORE THAN 2,561,000 WOMEN AND GIRLS HELPED SINCE THE LAUNCH OF THE FUND

OR MORE THAN 23,000,000 PEOPLE SUPPORTED IN TOTAL



<sup>21</sup> According to statements by associations and NGOs receiving support from the L'Oréal Fund for Women.

## EXAMPLES OF PROJECTS

### SUPPORTING WOMEN IN PRECARIOUS SITUATIONS TOWARDS PROFESSIONAL REINTEGRATION



The L'Oréal Fund for Women supports Empow'Her, whose actions aim to strengthen the capacity of women in precarious situations to start and sustain their entrepreneurial journey in Europe and Africa.



In India, the Fund leverages the expertise of Women on Wings and its network of social impact experts to provide professional opportunities to women in rural areas.



In Lebanon, the Fund partners with ABAAD, an association that works to provide psychosocial support to women survivors or at risk of gender-based violence. The goal is to enhance socio-economic empowerment through upskilling and professional opportunities.

### USING TECHNOLOGY AS A TOOL FOR THE REINTEGRATION OF GIRLS AND WOMEN IN VULNERABLE SITUATIONS



In the United States, the Fund has supported Black Girls CODE, which works to bridge the digital divide by introducing girls from vulnerable communities to the technology industry through Code Along, a series of culturally sensitive coding modules that address gender differences.



In Argentina, Fundacion Pescar works with the support of the Fund to provide training and employment opportunities to young women from communities facing socio-economic challenges. The goal is to equip these young women with the necessary skills to access jobs in the IT sector, improving their career prospects and living conditions.

### EDUCATION FOR GIRLS IN VULNERABLE SITUATIONS WHO WILL BECOME THE WOMEN OF TOMORROW



In Kenya, the Fund has partnered with Carolina for Kibera on a project aimed at combating school dropout and strengthening the rights of young women who experience forced marriages and unwanted pregnancies.



In the United States, the Fund supports STEM from Dance to integrate STEM (Science, Technology, Engineering, and Mathematics) and dance and explore the intersection of the two disciplines. The goal is to provide young girls in vulnerable situations with an encouraging and welcoming environment that promotes collaboration, strengthens relationships, and fosters self-confidence, ultimately reducing their underrepresentation in this field.



In Mexico, the Fund is a partner of Arte Pro, which brings together artists (visual arts, music, theater, etc.) and scientists (neuroscience, psychology, child development) to create a series of weekly workshops that provide children with a supportive environment for their mental health, cognitive abilities, and social skills development.

### SUPPORTING THE RESILIENCE OF VICTIMS OF SEXIST AND SEXUAL VIOLENCE



In Ivory Coast, the Fund has chosen to support Akwaba Mouso, an organization that provides holistic support (medical, psychosocial, legal, judicial, vocational guidance) to survivors of gender-based violence, empowering them to regain control of their lives.



In Finland, the Fund is engaged with Women's Line Finland, an organization that supports women and girls who have experienced violence or threats. The organization operates through a helpline, chat service, and a network of experts in the field of violence.



In South Asia, the Fund supports Alliance Anti-Traffic, an organization that assists victims of trafficking and supports women in their process of recovery and reintegration through therapy and training. The organization promotes the integration of these survivor women within NGOs, providing them with the opportunity to be at the forefront of action.

## SUPPORTING WOMEN IN VULNERABLE SITUATIONS IN THEIR PARENTHOOD



In India, thanks to the collaboration with the Epic Foundation, the Fund is a partner of Prerana, an organization working to end intergenerational sex trafficking. By providing a night shelter, Prerana empowers single mothers to protect their children from the sex trade and provides them with a safe environment throughout their childhood.



In France, with the support of the Fund, Moi & Mes Enfants empowers single mothers. Within a shared space designed as a real home, the organization addresses both the issue of work-life balance and the rights of mothers, while also supporting family cohesion through awareness programs and the provision of various support services.

## THE INCLUSION OF MIGRANT AND REFUGEE WOMEN IN HOST COUNTRIES



In France, the Fund supports Kodiko in removing barriers and obstacles for refugee women in their professional integration in France. The specific approach involves connecting refugees with companies.



In Slovenia, the Fund supports Novus, which works on the integration of migrant women through programs related to women's education and the implementation of solutions for administrative issues.

## VULNERABLE WOMEN AS AGENTS OF CHANGE FACING ENVIRONMENTAL CHALLENGES



In Brazil, the L'Oréal Fund for Women supports Thutalinansu in empowering indigenous women from Tircatinga and Pirineus de Souza to develop their skills in creating clothing, providing them with an additional source of income. The project also includes the construction of a community sewing workshop to provide women with a space to continue their work.



In the Philippines and Bangladesh, the L'Oréal Fund for Women works alongside Better With Water to improve the living conditions of slum populations by promoting the inclusion of these precarious neighborhoods in the heart of cities through access to clean water and sanitation. The NGO supports the construction of a clean water network to strengthen communities through hygiene education, training, and firefighting equipment.

## EMERGENCY RESPONSE: WOMEN AND GIRLS, AT THE CENTER OF THE UKRAINIAN CRISIS



To support the victims of war in Ukraine, the L'Oréal Fund for Women has provided more than €2.8 million to around ten local and international NGOs, including the Red Cross and SINGA, as well as to UN organizations such as United Nations High Commissioner for Refugees and UNICEF. The organization acts in Ukraine and other neighboring countries in response to emergency needs, providing services such as shelter, psychological, legal and health advice, and support following sexual violence. It also fights against trafficking and helps to expand access to education and employment.

## ORGANIZATIONS SUPPORTED IN 2023

ABAAD Resource Center for Gender Equality	Associação Redes de Desenvolvimento	Centre for Women War Victims - Rosa	Farah Social Foundation
Abri de femmes	Association Aspasia	Centro das Mulheres do Cabo	Fédération nationale Solidarité Femmes
ADF Beau	Association Bahri	Centro Nacional para la Capacitación Profesional y Liderazgo de las Empleadas	Femmes de la Terre
Action Emploi Réfugiés	Association de soutien à la Fondation des femmes	Del Hogar	Festin
Actions Santé Femmes	Association ESPAS	Child Helpline Cambodia	Fight for Dignity
Actions Traitements	Association Francois-Xavier Bagnoud	Chimes Israël	FIT, Une femme un toit
ADMEA	Association Itinéraires	Circle Women Association	Flying Kites Inc.
ADSF pour le développement santé des femmes	Association du Moulin de Pont Rû	Cité des Arts Visuels	Fondation Apprentis d'auteuil
Agrisud International	Association PC Coup d'Pouce	Collectif des Femmes	Fondation de l'École normale supérieure
AHBAP Dernegi	ATIA	Collège citoyen de France	Fondation Énergies pour le Monde
AIDES	Au Tambour!	Collège de France	Fondation Georgie Badiel
Akut Vakfi	Autonomous Women's House Zagreb	Comité français pour L'UNICEF	Fondation l'Élan Retrouvé
Akwaba Mousso	Avocats sans frontières France	Coolabora CRL - Intervenção Social	Fonds de dotation Aquavera
Alliance Anti-Trafic	Awamu	DESA, Regional Center for Community Building and Civil Society Development	Fonds de dotation Mom'artre
Archaos	Ayo Aidari Trust	Descoduses	Forward Inc.
Arte Pro	Azad Foundation	Dualis Fund for Social Investments	Foundation for Development and Relief Africa
Art'pant	Banlieues Santé	Dunkerque Ukraine	France Victimes
ASAV Association pour l'accueil	Banlieues School	Each One for Society	Fundación Todavía es Tiempo
Ashinaga UK	Be-Atzmi	Eau et Vie	Fundación Ana Bella para la Ayuda
Ashray	Clhoé Beaucourt	École Monique Apple	Fundación Enda el Alto
Asociación Sostenibilidad, Equidad	Black Girls CODE, Inc.	Eden Association	Fundación Integra
Assoc. des femmes capverdiennes en France	Bibija Romski Zenski Centar	Educate	Fundación Moises Bertoni
Ass Reflex Action Prevent Communau	Bibliothèques sans frontières	Empower People	Fundación Pescar Argentina Educando
Association Entrepreneurs du Monde	Bien-être et développement durable	Empower The Emerging Markets Foundation	Fundación Solidaria para el Progreso
Association for Solidarity with Asylum See and Migrants	Businesses United in Investing Tend	Empow'her Global	Fundatia CMU Regina Maria
Assistance Publique Hopitaux de Paris	C.C.A.S Centre communal d'action sociale	Enfance Espoir	GB School
Associação Girl Move Portugal	Centre des finances publiques de Montigny-Pays messin	Ensemble Inter Ass Interculturel Yveline	GCSMS S.I.A.O. 35
Fédération Syndycale des Familles Monoparentales	Campus Croix-Rouge	Entourage	Georges Malaika Foundation
Associação de Ajuda ao Recém-Nascido	Carolina for Kibera Africa	Entraide universitaire française	Gestion services sociaux de l'UDAF
Associação National de Acao Indigenista	Casa Amarela	Espace Textile Rive Droite	Girl Up Initiative Uganda
Associação Portuguesa de Apoio à Vitima	Casa do Menor São Miguel Arcanjo	Face Foundation	Girls Livelihood And Mentorship
	Cavallotto Fanny	Face Normandie	Girltalk DK
	Centquatre - Paris	Faire Face	Give Foundation
			Gribouilli, Association des auxiliaires
			Groupe Hospitalier Bretagne Sud

Gunawirra  
 Hagar Hong Kong  
 Her Academy  
 Hope 4 Young Girls Tanzania  
 Houston's Capital Investing In  
 Humana People to People  
 Humanitarno Drustvo Adra Slovenija  
 Ikambere, la maison accueillante  
 IMECE France - Solidarité Turquie  
 Impact Innovations Institute's  
 Im'pactes  
 Impulso Universitario A.C.  
 Institución de Beneficencia Privada  
 Escuela Hogar Nuestros Peque  
 Institution Nationale de Solidarite  
 International Charitable Organization  
 Irida Womens Center  
 It Works Empowering People  
 Jabala Action Research Organisation  
 Joy Initiatives Uganda  
 Kamer-Kadin Merkezi Eğitim Üretim  
 Danisma Vakfi  
 Kids Home Development Network  
 Foundation  
 Kodiko  
 Kourtrajme Marseille  
 La Beauté du Monde Inclusive  
 La Cloche  
 La maison de Marthe et Marie  
 La maison des femmes de Saint-Denis  
 La Plage  
 La Source des Sources  
 L'association pour la Prévention au  
 service de la Parentalité et pour  
 l'Accompagnement en Réseau, pour tous

Last Mile Education Fund  
 Lawyers For Women (L4W)  
 Lazare  
 Le Foyer d'Olympe 1791 DDFC  
 Le sens de l'École  
 Legal Centre for Gender Based Viole  
 Les Eaux Vives Emmaüs  
 Les Orchidées Rouges  
 Ligue de l'enseignement - FAL Corrèze  
 Ligue des Femmes Iraniènes  
 pour la Démocratie  
 Limbo  
 Lire pour en sortir  
 LOBA  
 Luton All Women Centre  
 Médecins du Monde  
 Medicine Hat Women's Shelter Society  
 Mexoxo AMK  
 Moi et Mes Enfants  
 Mouvement du Nid  
 MSF Médecins Sans Frontières  
 Mulher Seculo XXI  
 Naisten Linja Suomessa ry  
 Network of European Foundations  
 Nouvel Horizon  
 NPower Inc.  
 Nudge Lifeskils Foundation  
 Okoa Maisha Ya Watoto (Omawa)  
 Oribi Village NPC  
 Our Lady of Mercy Community Service  
 Pakistan Alliance for Girls Education  
 Panzi Foundation  
 PAPOTO, Parentalité pour tous  
 Parakaleo e.V.  
 Partners for Community Health and

Development Organisation  
 Passerelles buissonnières  
 Perla  
 Persatuan Komuniti Berdikari  
 Pikolo Association  
 Place Network  
 Prerana  
 Promofemmes Saint Michel  
 Rape and Sexual Abuse Support - RSV  
 Rape Crisis Society of Trinidad  
 Rebonds  
 ReDI School of Digital Integration  
 Reinserta Un Mexicano Ac  
 Réseau Femmes  
 Résonantes  
 Rêv'Elles  
 Roubedakis Juliana  
 Rural Education and Development Inc.  
 Sacred Valley Project Inc.  
 Saha Global Inc.  
 Saint Ann Foundatoin  
 Samusocial de Paris  
 Samusocial International  
 Singa Global  
 Sistech  
 Sisterworks Incorporated  
 Society for Nutrition Education  
 and Health Action  
 Society for the Development of Human  
 Resources and Social Programs  
 Solidaile  
 Solidarité Enfants Sida  
 Solidarités International  
 Sopevudeco ASBL  
 Sport dans la Ville

Spring ACT  
 Stand Speak Rise Up!  
 STEM From Dance  
 Stichting Alfanar  
 Stichting Women on Wings  
 Strongminds  
 Student Partnership Worlwide India  
 Project Strust  
 Synergies Migrations  
 The Action Foundation  
 The Circle of Women  
 The Exodus Road Inc.  
 The National Council for Persons with  
 Physical Disabilities in South Africa  
 Total  
 Total Hors Urban Shakers  
 Trickle Up Program Inc.  
 Un village sous les étoiles  
 UNHCR  
 UniR - Universités et Réfugié-e-s  
 Unisoap  
 United Natives Inc.  
 Varuh Otroskih SRC  
 Voix Libres  
 Whitaker Peace and Development  
 Women for Women International UK  
 Women of Africa  
 Women Without Borders  
 Workingfit  
 Yes We Camp  
 Yoga and Sport with Refugees  
 Youth Futures Ltd.  
 Yunus France



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FUND FOR WOMEN