



ENHANCING OUR POSITIVE SOCIAL IMPACT

We strongly believe that fairness and inclusivity are part of building a more sustainable world. Striving to be an exemplary leader, L'Oréal has been recognised as a best performer for its progressive social policies. But our sense of responsibility goes beyond. We are actively working with business partners to help them improve their performance and meet our sustainable development objectives. We are also joining forces with our suppliers to develop inclusive sourcing programmes, which help people from disadvantaged communities gain access to employment.

Our brands have considerable reach. We count on them to raise awareness and act in partnership with associations on today's major social challenges.

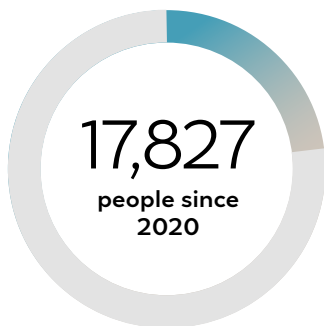
Finally, through the L'Oréal Fund for Women, as well as our corporate foundation - the Fondation L'Oréal - we use philanthropy to support and empower women across the globe.

2030 TARGETS

BY 2030, WE WILL HELP

100,000

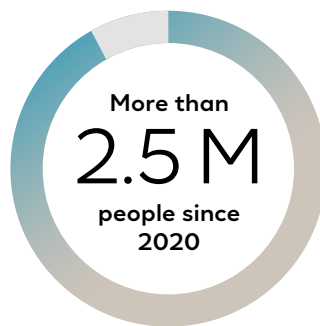
additional people from disadvantaged communities gain access to employment compared to 2020 through our Inclusive Sourcing and Beauty for a Better Life programmes.



BY 2030,

3 million

people will benefit from our brands' social engagement programmes.



The Group created the L'Oréal Fund for Women in 2020, a €50m charitable endowment fund. Since its inception, the fund supported more than **1,230,000** women and girls within their communities.

€30 million granted since 2020



SOCIAL IMPACT AT THE HEART OF L'ORÉAL FOR THE FUTURE

TRANSFORMING OURSELVES

- Sharing value with our collaborators and with local communities, within our value chain

EMPOWERING OUR BUSINESS ECOSYSTEM

- Using brands' reach to support social and environmental causes

CONTRIBUTING TO SOLVING THE CHALLENGES OF THE WORLD

- The L'Oréal Fund for Women

01 | SHARING VALUE WITH LOCAL COMMUNITIES WITHIN OUR VALUE CHAIN

Sharing our growth with both internal and external stakeholders is a priority for L'Oréal. The Group supports many people from disadvantaged communities to gain access to employment through its inclusive sourcing programme.

FOCUS

INCLUSIVE SOURCING PROGRAMME

L'Oréal launched its Inclusive Sourcing programme in 2010. It directs a proportion of the Group's global purchases to suppliers who employ people from socially and economically disadvantaged communities to help them find work and receive a sustainable income. The programme is up and running in all regions in which L'Oréal operates and covers all types of purchases.



IN 2022,
85,544 people found work through L'Oréal's inclusive sourcing programme.



ZOOM

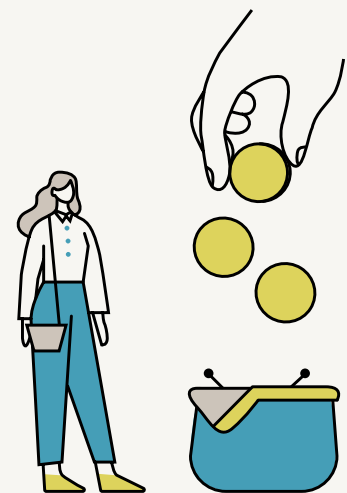
COMMITTED TO A LIVING WAGE

We believe large companies have a duty to play their part in the fight against poverty. They can **build on the value they generate to create a fairer and more inclusive society**, using powerful tools such as the ability to ensure a living wage to their employees.

In 2020, the Group introduced a new compensation tracking system to adjust the pay of permanent Group employees where needed to guarantee them a living wage. **In 2023, we were accredited as a Global Living Wage Employer.**

Building on our commitment to secure a living wage for all of our employees, **we have also pledged to ensure all**

our strategic suppliers also pay their employees a living wage by 2030. We have partnered with the Fair Wage Network, an NGO internationally recognised as one of the most knowledgeable groups in the field. In 2022, **we launched a pilot scheme with 18 strategic suppliers** to explore the concept of a living wage and help suppliers conduct a gap analysis and assess potential barriers to implementation. Successfully rolling out this approach among our strategic suppliers means initiating a dialogue, working together and establishing common strategic frameworks. **The goal is to raise living standards for as many people as possible.**



02

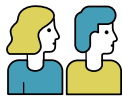
USING BRANDS' REACH TO SUPPORT SOCIAL AND ENVIRONMENTAL CAUSES

L'Oréal is conscious of the influencing power of its brands and encourages them to inform and mobilise their business partners, customers and consumers to focus on key social and environmental challenges facing the world.

AS AGENTS FOR CHANGE, EACH OF OUR BRANDS PLEDGES TO:



Identify its own social or environmental cause



Support a partner involved in the field



Conduct awareness and outreach campaigns for the public

11 BRANDS ARE TAKING ACTION TO ADVANCE WOMEN'S RIGHTS:

L'ORÉAL PARIS

Programme: Stand Up against Street Harrassement

Partner: Right To Be

Project: Training programme to help prevent street harassment and build safe, inclusive spaces for all

Results: Over **800,000** people trained in **41** countries in 2022

www.standup-international.com

YSL BEAUTÉ

Programme : Abuse is not Love

Project: Prevent and fight against intimate partner violence and educate people on the warning signs of abuse

Results: Over **377,000** beneficiaries worldwide in 2022 in collaboration with partner associations

www.yslbeauty.fr/aimeur-sans-abuser.html

OUR BRANDS ALSO SUPPORT ENVIRONMENTAL CAUSES:

GARNIER

Partner: Plastics for Change, which promotes inclusion through plastic recycling in India.

Project: Build and operate a waste collection and sorting facility in Chennai to:

- **Actively support integration of people who collect waste** by offering them a fair wage and access to social services

- **Combat plastic pollution**, particularly in oceans, through waste collection and recycling

Results: Support for over 4,000 people through plastic waste collection initiatives

03

THE L'ORÉAL FUND FOR WOMEN

The L'Oréal Fund for Women, a **€50m** endowment fund, supports highly vulnerable women, who are disproportionately impacted by the social and economic crisis stemming from the Covid-19 pandemic. The fund supports frontline non-profit organizations which:



Help women to get out of poverty



Prevent domestic and/or sexual violence and provide assistance to survivors

Particular focus is put on:

- Access to education
- Social and professional integration
- Assistance to refugees
- Support for women with disabilities

SINCE ITS INCEPTION, THE FUND HAS PROVIDED SUPPORT TO NEARLY

240
ORGANISATIONS
IN MORE THAN
60 COUNTRIES.

THE FUND WAS EXTENDED IN 2023 FOR ANOTHER THREE YEARS, WITH AN ENDOWMENT OF **30 MILLION** EUROS.

ZOOM

FONDATION L'ORÉAL: EMPOWERING WOMEN

In today's society, deeply engrained cultural perceptions and gender stereotypes still prevent women from reaching their full potential. Since its creation, **the Fondation L'Oréal has fought for a more inclusive, more sustainable world.**

The Foundation supports and empowers women to shape their future and make a difference in society, focusing on three major areas that reflect our core values and sit at the heart of L'Oréal's commitments: **scientific research, inclusive beauty and climate action.** Its iconic "For Women in Science" programme marks its 25th anniversary this year.

Find out more about the Foundation's programmes at fondationloreal.com