

2017 COMPANY REPORT

L'Oreal

Updated June 2017

Primary Exchange:	EN Paris	ISIN:	FR0000120321
Country:	France	Ticker:	OR FP Equity

GENERAL INFORMATION

L'Oreal SA manufactures, markets, and distributes health and beauty aids. The Company produces colorants, styling, and hair care products for professional hairdressers, as well as hair care, cosmetics, and skin care products and perfumes for consumers.

Equileap grades (updated June 2017)

Company grade	A-
Average industry grade	C+
Average country grade	B

Key highlights



Some gender diversity on the executive board (percentage of women between 20-40 percent).



Has virtually no gender pay gap (+/- 3 percent).

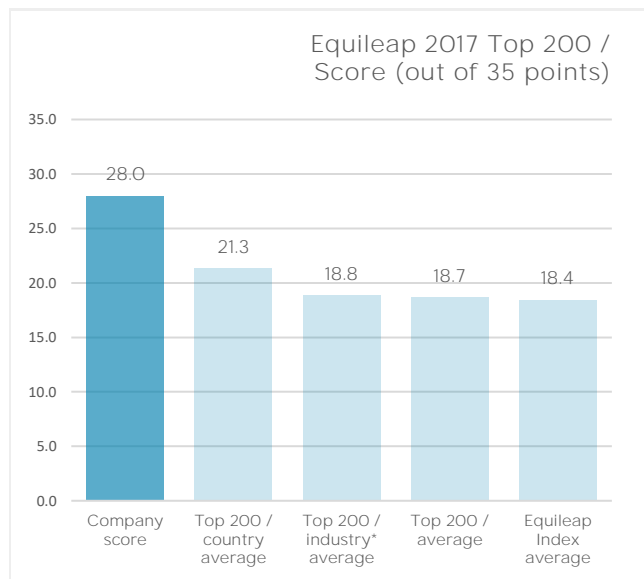


Table 1: Company results compared to the Top 200 companies' averages

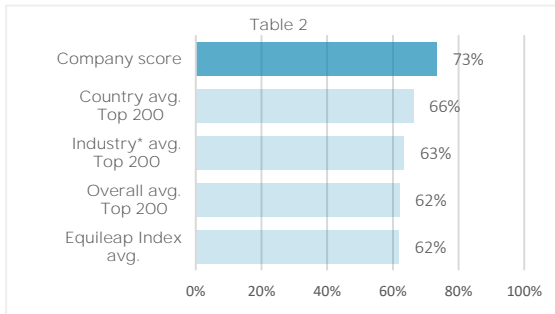
PERFORMANCE OVERVIEW

L'Oreal has a A- as overall grade. It has a top position in gender equality advancement. It scores best in the category Policies Promoting Gender Equality and lowest in the category Commitment, Transparency & Accountability. L'Oreal scores better than its industry peers on gender equality advancement.

PERFORMANCE BY CATEGORY



Category A: Gender Balance in Leadership & Workforce



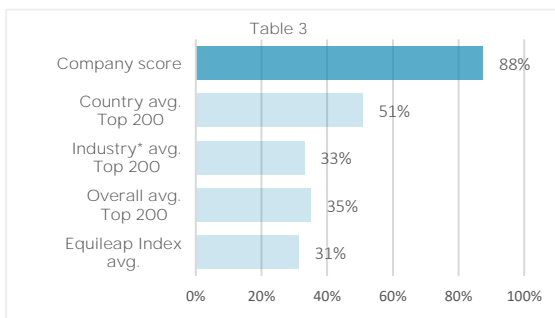
CRITERIA MEASURED

- Non-executive Board
- Executives
- Senior Management
- Workforce
- Promotion & Career Development Opportunities

- + Ideal gender balance on the non-executive board (percentage of women between 40-60 percent).
- + Some gender diversity on the executive board (percentage of women between 20-40 percent).
- + Ideal gender balance in senior management (percentage of women between 40-60 percent).
- + Some gender diversity in the general workforce (gender balance between 20-40 percent).
- Limited representation of each gender in management from the general workforce.



Category B: Equal Compensation & Work Life Balance



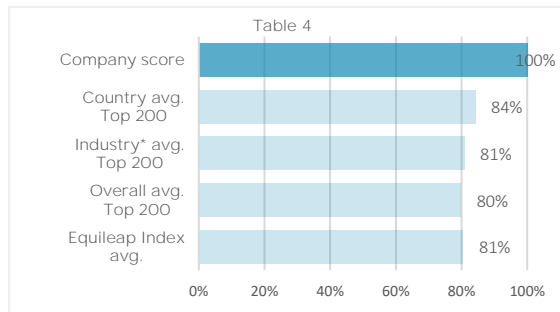
CRITERIA MEASURED

- Fair Remuneration
- Equal Pay
- Parental Leave
- Flexible Work Options

- No evidence of a commitment to a fair wage policy to all employees.
- + Has virtually no gender pay gap (+/- 3 percent).
- + Offers paid maternity leave or primary carer leave for a total of 112 days.
- + Offers paid paternity leave or secondary carer leave for a total of 14 days.
- + Offers flexible work hours and flexible work locations.



Category C: Policies Promoting Gender Equality



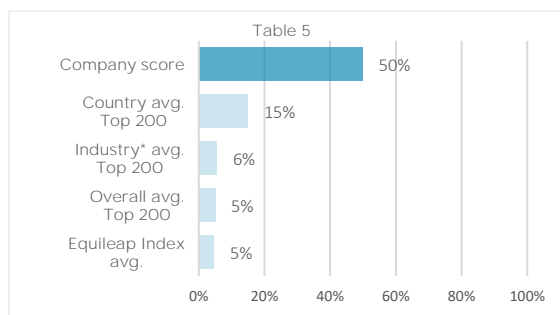
CRITERIA MEASURED

- Training and Career Development
- Recruitment Strategy
- Freedom from Violence, Abuse & Sexual Harassment
- Safety at Work
- Human Rights
- Social Supply Chain
- Supplier Diversity
- Employee Protection

- + Has an employee training policy to ensure equal access to training and career development.
- + Has an equal opportunity policy or equivalent to ensure gender diversity.
- + Has an anti-sexual harassment/ anti-bullying and/or anti-violence policy.
- + Has an employee health and safety policy.
- + Has a human rights policy, which includes employees' rights to participate in legal, civic and political affairs.
- + Has implemented an initiative to reduce social risks such as trafficking in its supply chain.
- + Has a supplier diversity programme.
- + Has a retribution-free policy for the reporting of internal ethical compliance complaints.



Category D: Commitment, Transparency & Accountability



CRITERIA MEASURED

- Commitment to women's empowerment
- Audit

- + Is a signatory to the United Nations Women's Empowerment Principles.
- + Has undertaken an independent gender audit and received the EDGE Certificate: 'Assess'.

Table 2 - 5: company results per category compared to the Top 200 companies' country, industry and total averages as well as the Equileap Gender Equality Global Index (as % of max. possible score per category)

* Industry refers to Sector as defined in the Bloomberg classification

Please note: all criteria have been checked only for the country of incorporation

DATA COLLECTION

The Equileap Database includes information on 3,048 public companies with a primary listing on a stock exchange in one of 23 developed economies around the world and a market capitalisation above USD 2 billion. It was created by collecting publicly available information, as reported by the companies themselves in their most recent annual reports and company filings. Equileap then worked with third-parties, including civil society organisations and academic institutions, such as Maastricht University, to fill in the gaps and obtain independently verifiable data on publicly listed companies.

Equileap and its partners have invested a great deal of effort to ensure the accuracy of the data. The material presented is based on publicly available information from company websites and documents, and additional input provided by companies themselves to Equileap. If an error has been made, if companies have not published their gender data or policies in their own reports, or if they did not reply to Equileap's inquiries, they are invited to submit information now, and request that their entry and data is corrected: please e-mail research@equileap.org. In this case, new data will be added, provided companies can show proof of their policies and practices. The Database is continuously updated as new research and information becomes available. The Equileap Gender Equality Ranking is updated annually.

METHODOLOGY

The Equileap Gender Scorecard was developed to assess a company's commitment to gender equality, inspired by the UN's Women's Empowerment Principles. The Scorecard allows Equileap to collect information methodically about the companies in its Database, based on a set of pre-identified criteria. We believe the Equileap scoring methodology is the most comprehensive ranking system available to measure a company's progress towards gender equality.

The points system means that Equileap can score and rank each company's commitment to gender equality on a comparative basis. If a company receives zero, for example, for one indicator, this does not necessarily mean that bad practices are present or there is no company action on the issue. Rather, it means that Equileap has been unable to identify in the company's own documentation.




The Scorecard currently includes 19 criteria that measure employee policies and gender balance in the overall leadership, management and workforce of a company. For each criterion a company may be awarded between one and three points. The 2017 Equileap Gender Equality Scorecard was peer-reviewed by an Expert Committee.

MORE INFORMATION

Equileap is an Organisation aiming to accelerate progress towards gender equality in the workplace, using the power of investments, grants and knowledge. Equileap is headquartered in Amsterdam and in London.

If you wish to receive more information about a specific company, industry or country, or about Equileap in general, please contact us.

Phone: +31 6 28 18 1219
Email: research@equileap.org
Website: www.equileap.org

 [google.com/+Equileap](https://plus.google.com/+Equileap)
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